

**EXHIBIT 2**  
**Unit 2 – Non-Represented Management and Confidential Classes**

CLASS TITLE	JOB CODE	PROB PER	RANGE	A	B	C	D	E
Airport Public Safety Manager	310004e	-	E7		8291	-	10364	
Assistant City Attorney	160008e	-	E4		11389	-	16344	
Assistant City Manager	150135e	-	E3		15190	-	18988	
Assistant Controller	135020e	-	E5		9588	-	13460	
Assistant Director	150160e	-	E5		9588	-	13460	
Assistant Director of Personnel Services	150043e	-	E5		9588	-	13460	
Assistant Director of Public Utilities	620100e	-	E5		9588	-	13460	
Assistant Director of Public Works	210089e	-	E5		9588	-	13460	
Assistant Police Chief	415010e	-	E5		9588	-	13460	
Assistant Retirement Administrator	135040e	-	E5		9588	-	13460	
Background Investigator*	410055	-	E15		5411	-	6550	
Budget Analyst	135006e	12	E15		5411	-	6550	
Budget Manager	135008e	-	E5		9588	-	13460	
Chief Assistant City Attorney	160015e	-	E3		15190	-	18988	
Chief Information Officer	125067e	-	E4		11389	-	16344	
Chief of Staff to Councilmember	150086e	-	E10		3124	-	9421	
Chief of Staff to the Mayor	150123e	-	E5		9588	-	13460	
City Attorney	160009e	-	E1		17294	-	21617	
City Attorney Investigator	160003	-	E15		5411	-	6550	
City Clerk	150125e	-	E5		9588	-	13460	
City Engineer	210080e	-	E4		11389	-	16344	
City Manager	150130e	-	E1		17294	-	21617	
Community Coordinator	150075e	-	E16		4086	-	5748	
Community Outreach Specialist	150230e	-	E16		4086	-	5748	
Controller	135021e	-	E4		11389	-	16344	
Council Assistant	150085e	-	E10		3124	-	9421	
Deputy City Attorney II	160006e	-	E8		7537	-	9421	
Deputy City Attorney III	160007e	-	E7		8291	-	10364	
Deputy City Manager	150140e	-	E7		8291	-	10364	

e Exempt class, see Section 4.

\* Effective 3/30/20, by the Sixth Amendment to Salary Resolution No. 2019-135.

**EXHIBIT 3**  
**Unit 3 – Non-Supervisory White Collar (FCEA)**

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	F
Law Office Assistant	115021	12	3795	3979	4173	4376	4588	-
Network Systems Specialist	125030	12	5933	6217	6517	6829	7160	-
PAR Program Specialist	410023	12	3374	3531	3695	3870	4052	-
Paratransit Specialist	320005	12	3594	3763	3941	4119	4312	-
Parking Enforcement Officer/Controller I*	710120 <sup>4</sup>	12 <sup>4</sup>	2680	2790	2905	3020	3149	-
Parking Enforcement Officer/Controller II*	710121 <sup>4</sup>	12 <sup>4</sup>	2913	3036	3161	3289	3439	-
Parking Enforcement Officer/Controller III*	710122	12	3161	3289	3439	3578	3733	-
Phlebotomist	410007	12	3265	3420	3578	3745	3919	-
Planner I	220005 <sup>3</sup>	6 <sup>3</sup>	4439	4640	4861	5095	5339	-
Planner II	220006 <sup>3</sup>	12 <sup>3</sup>	5001	5276	5532	5797	6075	-
Plans and Permit Technician	220002	12	4752	4975	5201	5456	5716	-
Plans Examiner	210041	12	5214	5450	5713	5992	6275	-
Police Data Transcriptionist	115035	12	3703	3873	4053	4241	4441	-
Police Support Services Clerk	115043	12	3084	3225	3374	3531	3695	-
Police Support Services Technician	115044	12	3374	3531	3695	3870	4052	-
Principal Account Clerk	130004	12	3521	3687	3861	4039	4231	-
Procurement Specialist	140002	12	4508	4723	4946	5181	5430	-
Program Compliance Officer	640026	12	3854	4044	4241	4448	4665	-
Programmer/Analyst I	125020 <sup>4</sup>	12 <sup>4</sup>	4249	4447	4658	4882	5113	-
Programmer/Analyst II	125021 <sup>4</sup>	12 <sup>4</sup>	5375	5629	5898	6180	6480	-
Programmer/Analyst III	125022	12	5933	6217	6517	6829	7160	-
Programmer/Analyst IV	125023	12	6484	6800	7129	7469	7829	-
Property & Evidence Technician	145010	12	3762	3938	4123	4319	4521	-
Radio Dispatcher	120015	12	3312	3461	3605	3764	3919	-
Rangemaster/Armorer	410035	12	4570	4787	5014	5256	5505	-

<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 3/30/20, by the Sixth Amendment to Salary Resolution No. 2019-135.

**EXHIBIT 3**  
Unit 3 – Non-Supervisory White Collar (FCEA), effective June 22, 2020

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	F
Law Office Assistant	115021	12	3890	4079	4278	4486	4703	-
Network Systems Specialist	125030	12	6082	6373	6680	7000	7339	-
PAR Program Specialist	410023	12	3459	3620	3788	3967	4154	-
Paratransit Specialist	320005	12	3684	3858	4040	4222	4420	-
Parking Enforcement Officer/Controller I*	710120 <sup>4</sup>	12 <sup>4</sup>	2747	2860	2978	3096	3228	-
Parking Enforcement Officer/Controller II*	710121 <sup>4</sup>	12 <sup>4</sup>	2986	3112	3241	3372	3525	-
Parking Enforcement Officer/Controller III*	710122	12	3241	3372	3525	3668	3827	-
Phlebotomist	410007	12	3347	3506	3668	3839	4017	-
Planner I	220005 <sup>3</sup>	6 <sup>3</sup>	4550	4756	4983	5223	5473	-
Planner II	220006 <sup>3</sup>	12 <sup>3</sup>	5127	5408	5671	5942	6227	-
Plans and Permit Technician	220002	12	4871	5100	5332	5593	5859	-
Plans Examiner	210041	12	5345	5587	5856	6142	6432	-
Police Data Transcriptionist	115035	12	3796	3970	4155	4348	4553	-
Police Support Services Clerk	115043	12	3162	3306	3459	3620	3788	-
Police Support Services Technician	115044	12	3459	3620	3788	3967	4154	-
Principal Account Clerk	130004	12	3610	3780	3958	4140	4337	-
Procurement Specialist	140002	12	4621	4842	5070	5311	5566	-
Program Compliance Officer	640026	12	3951	4146	4348	4560	4782	-
Programmer/Analyst I	125020 <sup>4</sup>	12 <sup>4</sup>	4356	4559	4775	5005	5241	-
Programmer/Analyst II	125021 <sup>4</sup>	12 <sup>4</sup>	5510	5770	6046	6335	6642	-
Programmer/Analyst III	125022	12	6082	6373	6680	7000	7339	-
Programmer/Analyst IV	125023	12	6647	6970	7308	7656	8025	-
Property & Evidence Technician	145010	12	3857	4037	4227	4427	4635	-
Radio Dispatcher	120015	12	3395	3548	3696	3859	4017	-
Rangemaster/Armorer	410035	12	4685	4907	5140	5388	5643	-

<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 3/30/20, by the Sixth Amendment to Salary Resolution No. 2019-135.

EXHIBIT 8 Unit 8 – Non-Represented				
CLASS TITLE	JOB CODE	PROB PER	RANGE	SALARY
Background Investigator	940030	–	Hourly	\$18.00 - \$25.00 Per Hour
Cashier Clerk	910010	–	Flat Rate	\$12.00 Per Hour
Law Clerk	910015	-	Hourly	\$20.00 - \$25.00 Per Hour
Law Enforcement Instructor	940020	–	Hourly	\$18.00 - \$25.00 Per Hour
Lifeguard	950001	–	Hourly	\$12.00 - \$12.50 Per Hour
Police Cadet I	940005 <sup>9</sup>	48 mos.	Hourly	\$12.00 - \$14.48 Per Hour
Police Cadet II*	940006 <sup>9</sup>	48 mos.	Hourly	\$18.00- \$25.00 Per Hour
Pool Supervisor	950015	–	Hourly	\$13.50 - \$22.00 Per Hour
Senior Lifeguard	950002	–	Hourly	\$12.50 - \$14.00 Per Hour
Services Aide	910005	–	Hourly	\$12.00 - \$15.00 Per Hour
Sports Official	950010	–		\$12.00 - \$50.00 Per Game
Intern	910002	–	Hourly	\$12.00 - \$15.00 Per Hour

<sup>9</sup> The classifications of Police Cadet I and II have a 48-month tenure limitation in the Police Cadet program pursuant to FMC 3-266(d).

EXHIBIT 8 Unit 8 – Non-Represented, effective <del>March 30,</del> January 1, 2020				
CLASS TITLE	JOB CODE	PROB PER	RANGE	SALARY
<del>Background Investigator</del>	<del>940030</del>	<del>–</del>	<del>Hourly</del>	<del>\$18.00 – \$25.00 Per Hour</del>
Cashier Clerk	910010	–	Flat Rate	\$13.00 Per Hour
Law Clerk	910015	-	Hourly	\$20.00 - \$25.00 Per Hour
Law Enforcement Instructor	940020	–	Hourly	\$18.00 - \$25.00 Per Hour
Lifeguard	950001	–	Hourly	\$13.00 - \$13.50 Per Hour
Police Cadet I	940005 <sup>9</sup>	48 mos.	Hourly	\$13.00 - \$15.48 Per Hour
Police Cadet II*	940006 <sup>9</sup>	48 mos.	Hourly	\$18.00- \$25.00 Per Hour
Pool Supervisor	950015	–	Hourly	\$14.50 - \$25.00 Per Hour
Senior Lifeguard	950002	–	Hourly	\$13.50 - \$15.00 Per Hour
Services Aide	910005	–	Hourly	\$13.00 - \$16.00 Per Hour
Sports Official	950010	–		\$13.00 - \$50.00 Per Game
Intern	910002	–	Hourly	\$13.00 - \$16.00 Per Hour

<sup>9</sup> The classifications of Police Cadet I and II have a 48-month tenure limitation in the Police Cadet program pursuant to FMC 3-266(d).

\* Effective 8/19/19, by the Second Amendment to Salary Resolution No. 2019-135.

\* Effective 3/30/20, by the Sixth Amendment to Salary Resolution No. 2019-135.