

EXHIBIT 3
Unit 3 – Non-Supervisory White Collar (FCEA) Effective December 30, 2024

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Real Estate Finance Specialist I	170001 ⁴	12 ⁴	4318	4520	4725	4952	5185
Real Estate Finance Specialist II	170002 ⁴	12 ⁴	5647	5913	6196	6488	6795
Recreation Specialist	520005	12	4455	4660	4879	5109	5347
Retirement Counselor I	135050 ⁴	12 ⁴	4102	4295	4497	4707	4928
Retirement Counselor II	135051 ⁴	12 ⁴	4509	4719	4941	5175	5420
Right of Way Agent ^{xii}	210120	12	7331	7698	8083	8487	8911
Safety and Training Specialist	150050	12	4815	5048	5297	5555	5828
Secretary	110050	12	4120	4312	4513	4721	4944
Senior Account Clerk	130003	12	3738	3907	4087	4279	4480
Senior Administrative Clerk	110003	12	3749	3923	4104	4295	4496
Senior Airports Public Safety Agent ^{vii}	310063	12	4964	5197	5440	5692	5962
Senior Animal Care Specialist	560022	12	4065	4268	4481	4706	4941
Senior Animal Resource Officer	560003	12	4964	5197	5440	5692	5962
Senior Animal Services Representative	560032	12	4572	4777	4998	5233	5479
Senior Call Center Representative	115072	12	4494	4710	4937	5177	5428
Senior Commercial Building Inspector	230016	12	6846	7174	7514	7875	8257
Senior Community Revitalization Specialist	230054	12	6214	6506	6809	7138	7484
Senior Community Services Officer	410027	12	4964	5197	5440	5692	5962
Senior Crime Scene Technician	410012	12	5225	5473	5732	6008	6293
Senior Customer Services Clerk	115062	12	4572	4777	4998	5233	5479
Senior Cybersecurity Analyst	125091	12	7595	7965	8350	8748	9170
Senior Deputy City Clerk	115029 ⁴	12 ⁴	4103	4292	4495	4705	4928
Senior Engineering Technician	210007	12	5630	5897	6174	6470	6768
Senior Fire Prevention Inspector	420003	12	6214	6506	6809	7138	7484
Senior Laboratory Technician	620013	12	5493	5756	6031	6317	6618
Senior Network Systems Specialist	125031	12	7595	7965	8350	8748	9170
Senior Park Ranger	410062	12	4964	5197	5440	5692	5962
Senior Plans Examiner	210042	12	6546	6852	7171	7519	7885
Senior Procurement Specialist	140003	12	5653	5923	6205	6502	6810
Senior Property & Evidence Technician	145011	12	4928	5161	5404	5656	5927
Senior Radio Frequency (RF) Network Engineer	125097	12	7595	7965	8350	8748	9170
Senior Records Clerk	110101	12	3738	3910	4092	4282	4479
Senior Secretary	110051	12	4103	4292	4495	4705	4928

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.

^{vii} Effective 12/2/2024 by the Seventh Amendment to the Salary Resolution No. 2024-120

^{xii} Effective 2/24/2025, by the Twelfth Amendment to the Salary Resolution No. 2024-120.

EXHIBIT 13-1

Unit 13 – Exempt Supervisory and Professional (CFPEA), retroactively effective December 16, 2024

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Project Manager	150065e	12	8437	8859	9303	9767	10257
Records Supervisor*	115045e	12	6708	7038	7386	7740	8123
Recycling Coordinator	640001e	12	5519	5786	6070	6364	6678
Registered Veterinary Technician	560060e	12	4958	5206	5467	5740	6027
Revenue Supervisor*	135025e	12	6812	7144	7490	7851	8231
Risk Analyst*	150010e	12	6708	7037	7376	7738	8120
Sanitation Supervisor	640029e	12	6612	6936	7272	7631	8000
Senior Accountant-Auditor	130013e	12	6658	6983	7326	7684	8058
Senior Building Inspector	230034e	12	7311	7672	8048	8442	8863
Senior Database Administrator	125046e	12	8330	8727	9146	9584	10061
Senior Electrical Safety Consultant	230024e	12	7310	7672	8047	8442	8862
Senior Engineering Inspector	230077e	12	6777	7112	7460	7826	8214
Senior Environmental & Safety Consultant	230005e	12	7324	7686	8063	8458	8879
Senior Plumbing & Mechanical Consultant	230014e	12	7311	7672	8048	8442	8863
Senior Programmer Analyst	125019e	12	8301	8710	9136	9585	10061
Senior Real Estate Agent	170012e	12	6612	6936	7272	7631	8000
Senior Retirement Counselor	135052e	12	7273	7641	8019	8419	8841
Senior Right of Way Agent ^{xii}	210121e	12	8612	9043	9495	9970	10469
Street Maintenance Superintendent	720004e	12	8235	8642	9064	9510	9977
Street Maintenance Supervisor	720001e	12	7267	7622	7999	8389	8801
Supervising Airports Building Maintenance Technician	310014e	12	6612	6936	7272	7631	8000
Supervising Commercial Building Inspector	230036e	12	7311	7672	8048	8442	8863
Supervising Engineering Technician	210008e	12	7264	7624	7998	8391	8802
Supervising Fire Prevention Inspector*	420005e	12	7301	7659	8036	8431	8846
Supervising Paralegal*	160020e	12	7289	7647	8019	8414	8827
Supervising Planner	220008e	12	7297	7654	8025	8420	8830

^e Exempt class, see Section 4.

* Received a Class & Comp Study adjustment effective 6/17/2024.

Effective 12/16/2024 by the Eleventh Amendment to the FY25 Salary Resolution No. 2024-120.

^{xii} Effective 2/24/2025, by the Twelfth Amendment to the Salary Resolution No. 2024-120.

EXHIBIT 14
Unit 14 – Management Classes (CFMEA)

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	F	G	H	I
Fleet Manager	720032e	-	8795	9015	9241	9471	9709	9950	10198	10453	10714
Graffiti Abatement Manager	720040e	-	8795	9015	9241	9471	9709	9950	10198	10453	10714
Housing & Neighborhood Revitalization Manager	230065e	-	9673	9914	10163	10416	10676	10943	11216	11498	11786
Information Services Manager	125055e	-	9673	9914	10163	10416	10676	10943	11216	11498	11786
Law Office Manager	115020e	-	8795	9015	9241	9471	9709	9950	10198	10453	10714
Licensed Engineer Manager	210094e	-	12816	13136	13464	13801	14146	14500	14862	15234	15615
PARCS Operations Manager	520025e	-	8795	9015	9241	9471	9709	9950	10198	10453	10714
Parks Manager	510035e	-	8795	9015	9241	9471	9709	9950	10198	10453	10714
Personnel Manager	150026e	-	8795	9015	9241	9471	9709	9950	10198	10453	10714
Planning Manager	220010e	-	9673	9914	10163	10416	10676	10943	11216	11498	11786
Program Manager	510040e	-	7340	7524	7712	7903	8100	8304	8512	8724	8942
Projects Administrator	150063e	-	9673	9914	10163	10416	10676	10943	11216	11498	11786
Public Works/Public Utilities Manager	210095e	-	9673	9914	10163	10416	10676	10943	11216	11498	11786
Purchasing Manager	140005e	-	8795	9015	9241	9471	9709	9950	10198	10453	10714
Records Manager	115046e	-	8795	9015	9241	9471	9709	9950	10198	10453	10714
Retirement Accounting Manager	135044e	-	9914	10163	10416	10676	10943	11216	11498	11786	12080
Revenue Manager	135026e	-	8795	9015	9241	9471	9709	9950	10198	10453	10714
Right of Way Agent Manager ^{xii}	210122e	-	9545	9784	10029	10280	10537	10801	11072	11349	11633

e Exempt class, See Section 4

Effective 6/17/2024, by the Sixth Amendment to Salary Resolution No. 2024-120.

^{xii} Effective 2/24/2025, by the Twelfth Amendment to the Salary Resolution No. 2024-120

SEE APPENDIX FOR FOOTNOTES