

**EXHIBIT 3**

**Unit 3 – Non-Supervisory White Collar (FCEA), effective July 23, 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>	2796	2926	3070	3202	3351	-
Call Center Representative II	115071 <sup>3</sup>	12 <sup>3</sup>	3064	3202	3351	3509	3674	-
Central Printing Clerk	120005	12	2595	2715	2839	2970	3109	-
City Records Specialist	115025	12	3403	3561	3729	3904	4089	-
Commercial Building Inspector	230015	12	4955	5190	5440	5696	5971	-
Community Recreation Assistant	520010	12	2825	2952	3075	3198	3339	-
Community Revitalization Specialist	230053	12	4615	4838	5071	5347	5570	-
Community Revitalization Technician	230059	12	3210	3360	3516	3682	3856	-
Community Services Officer I	410025 <sup>4</sup>	12 <sup>4</sup>	2934	3069	3210	3360	3516	-
Community Services Officer II	410026 <sup>4</sup>	12 <sup>4</sup>	3210	3360	3516	3682	3856	-
Computer Systems Specialist I	125010 <sup>4</sup>	12 <sup>4</sup>	4043	4232	4433	4645	4866	-
Computer Systems Specialist II	125011 <sup>4</sup>	12 <sup>4</sup>	4751	4975	5214	5463	5727	-
Computer Systems Specialist III	125012	12	5326	5581	5851	6130	6428	-
Construction Compliance Specialist	150055	12	3958	4138	4335	4542	4755	-
Crime Scene Technician I	410010 <sup>4</sup>	12 <sup>4</sup>	3787	3964	4151	4349	4556	-
Crime Scene Technician II	410011 <sup>4</sup>	12 <sup>4</sup>	4151	4349	4556	4771	5001	-
Crime Specialist	410008	12	4751	4975	5214	5463	5727	-
Customer Services Clerk I	115060 <sup>3</sup>	6 <sup>3</sup>	2559	2675	2796	2926	3064	-
Customer Services Clerk II	115061 <sup>3</sup>	12 <sup>3</sup>	2796	2926	3064	3202	3351	-
Deputy City Clerk	115028	12	2970	3109	3252	3403	3561	-
Development Services Coordinator	230057	12	4608	4861	5097	5341	5597	-
Digital Forensics Analyst	410050	12	6103	6408	6728	7064	7417	-
Emergency Services Dispatcher I	410001 <sup>5</sup>	12 <sup>5</sup>	3462	3601	3751	3923	4088	-
Emergency Services Dispatcher II	410002 <sup>5</sup>	12 <sup>5</sup>	3708	3883	4069	4261	4456	-
Emergency Services Dispatcher III	410003	12	4145	4335	4546	4756	4981	-

<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.

**EXHIBIT 3**  
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CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	F
Recreation Specialist	520005	12	3417	3575	3743	3920	4103	-
Retirement Counselor I	135050 <sup>4</sup>	12 <sup>4</sup>	3351	3509	3674	3845	4026	-
Retirement Counselor II	135051 <sup>4</sup>	12 <sup>4</sup>	3674	3845	4026	4216	4417	-
Safety and Training Specialist	150050	12	4008	4203	4410	4626	4852	-
Secretary	110050	12	3109	3252	3403	3561	3729	-
Senior Account Clerk	130003	12	3064	3202	3351	3509	3674	-
Senior Administrative Clerk	110003	12	2839	2970	3109	3252	3403	-
Senior Call Center Representative	115072	12	3476	3642	3819	4004	4200	-
Senior Commercial Building Inspector	230016	12	5190	5440	5696	5971	6260	-
Senior Community Revitalization Specialist	230054	12	5087	5336	5597	5914	6233	-
Senior Community Services Officer	410027	12	3444	3604	3773	3949	4137	-
Senior Crime Scene Technician	410012	12	4349	4556	4771	5001	5239	-
Senior Customer Services Clerk	115062	12	3064	3202	3351	3509	3674	-
Senior Deputy City Clerk	115029	12	3403	3561	3729	3904	4089	-
Senior Engineering Technician	210007	12	4501	4712	4934	5172	5410	-
Senior Fire Prevention Inspector	420003	12	5174	5417	5670	5944	6233	-
Senior Laboratory Technician	620013	12	4393	4604	4823	5053	5294	-
Senior Network Systems Specialist	125031	12	5708	5986	6276	6575	6892	-
Senior Plans Examiner	210042	12	5174	5417	5670	5944	6233	-
Senior Procurement Specialist	140003	12	4707	4930	5167	5414	5671	-
Senior Property & Evidence Technician	145011	12	3865	4048	4238	4437	4650	-
Senior Records Clerk	110101	12	2970	3109	3252	3403	3561	-
Senior Secretary	110051	12	3403	3561	3729	3904	4089	-

<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

EXHIBIT 14  
Unit 14 – Management Classes (CFMEA), effective July 23, 2018

CLASS TITLE	JOB CODE	PROB PER	RANGE	A	B	C	D	E
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	
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 Manager	210095e	–	E11		8096	-	10111	
Public Works Manager – Licensed Engineer	210094e	-	E13		9359	-	11698	
Purchasing Manager	140005e	–	E12		7361	-	9192	

e Exempt class, see Section 4.

6/25/2018 Third Council Amendment  
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SEE APPENDIX FOR FOOTNOTES

## EXHIBIT 13-1

## Unit 13 – Exempt Supervisory and Professional (CFPEA), effective June 25, 2018

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Acoustical Program Coordinator	310100e	12	5339	5601	5873	6164	6464
Airports Airside/Landside Superintendent	310018e	12	5510	5780	6065	6362	6674
Airports Projects Supervisor	310016e	12	6177	6480	6799	7132	7485
Airports Property Supervisor	175005e	12	5396	5662	5940	6233	6538
Architect	210045e	12	5591	5864	6152	6455	6772
Call Center Supervisor	115073e	12	4067	4265	4472	4687	4917
Capital Development Specialist	310007e	12	5716	5999	6295	6601	6926
Chief Engineering Inspector	230078e	12	5708	5987	6281	6591	6914
Chief Engineering Technician	210009e	12	6683	7012	7357	7721	8101
Chief of Facilities Maintenance	810037e	12	6207	6514	6833	7169	7521
Chief of Wastewater Environmental Services	620075e	12	5940	6233	6538	6859	7196
Chief of Wastewater Facilities Maintenance	620085e	12	6207	6514	6833	7169	7521
Chief of Wastewater Treatment Operations	620080e	12	6277	6590	6913	7252	7608
Chief of Water Operations	610070e	12	6379	6691	7023	7368	7729
Chief Police Pilot	410031e	12	7012	7357	7721	8101	8503
Chief Surveyor	210032e	12	7012	7357	7721	8101	8503
Community Recreation Supervisor I	520015e	12	4325	4539	4760	4994	5236
Community Recreation Supervisor II	520016e	12	4747	4979	5225	5483	5749
Contract Compliance Officer	150061e	12	4419	4633	4859	5100	5345
Custodial Supervisor	810025e	12	4325	4539	4760	4994	5236
Database Administrator	125045e	12	5917	6203	6509	6827	7162
DBE/Small Business Coordinator	150070e	12	5102	5349	5611	5886	6178

e Exempt class, see Section 4.

6/25/2018 Third Council Amendment  
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**EXHIBIT 13-1**  
**Unit 13 – Exempt Supervisory and Professional (CFPEA), effective June 25, 2018**

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Emergency Services Communications Supervisor	410004e	12	4657	4885	5122	5374	5637
Energy Efficiency Supervisor	230058e	12	4979	5224	5479	5749	6031
Equipment Supervisor	720031e	12	5654	5929	6220	6526	6848
Fire Prevention Engineer	210055e	12	6177	6480	6799	7132	7485
Fleet Administration Supervisor	720025e	12	5483	5749	6031	6328	6639
Forestry Supervisor I	510030e	12	4325	4539	4760	4994	5236
Forestry Supervisor II	510031e	12	4747	4979	5225	5483	5749
Grant Writer	150105e	12	4446	4669	4903	5148	5405
Historic Preservation Specialist	230066e	12	5716	5999	6295	6601	6926
Housing Program Supervisor	230055e	12	6069	6373	6691	7025	7378
Human Resources Analyst	150016e	12	4568	4791	5024	5270	5529
Human Resources Records Supervisor	115050e	12	4437	4654	4882	5119	5372
Information Services Supervisor	125032e	12	6400	6715	7043	7390	7757
Landscape Maintenance Superintendent	510027e	12	5940	6233	6538	6859	7196
Lead Risk Analyst	150008e	12	5016	5266	5529	5806	6097
Management Analyst I	150020e <sup>4</sup>	12	3390	3555	3728	3909	4102
Management Analyst II	150021e <sup>4</sup>	12	4156	4360	4572	4796	5029
Parking Supervisor	720035e	12	3189	3341	3502	3673	4017
Parks Supervisor I	510025e	12	4325	4539	4760	4994	5236
Parks Supervisor II	510026e	12	4747	4979	5225	5483	5749
Planner III	220007e	12	5087	5337	5597	5873	6162
Principal Accountant	130014e	12	5641	5918	6209	6514	6833
Procurement Supervisor	140004e	12	5518	5794	6083	6388	6708

e Exempt class, see Section 4.

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## EXHIBIT 13-1

## Unit 13 – Exempt Supervisory and Professional (CFPEA), effective June 25, 2018

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Professional Engineer	210100e	12	6177	6480	6799	7132	7485
Project Manager	150065e	12	5716	5999	6295	6601	6926
Records Supervisor	115045e	12	4437	4654	4882	5119	5372
Recycling Coordinator	640001e	12	4315	4525	4745	4976	5221
Revenue Supervisor	135025e	12	4067	4265	4472	4687	4917
Risk Analyst	150010e	12	4568	4791	5024	5270	5529
Sanitation Supervisor	640029e	12	5246	5502	5773	6056	6353
Senior Accountant-Auditor	130013e	12	4682	4910	5152	5404	5667
Senior Building Inspector	230034e	12	5195	5451	5718	6000	6296
Senior Database Administrator	125046e	12	6522	6834	7162	7505	7879
Senior Electrical Safety Consultant	230024e	12	5195	5451	5718	6000	6296
Senior Engineering Inspector	230077e	12	5195	5451	5718	6000	6296
Senior Environmental & Safety Consultant	230005e	12	5195	5451	5718	6000	6296
Senior Plumbing & Mechanical Consultant	230014e	12	5195	5451	5718	6000	6296
Senior Real Estate Agent	170012e	12	5559	5831	6117	6418	6733
Senior Retirement Counselor	135052e	12	4525	4753	4990	5239	5502
Street Maintenance Superintendent	720004e	12	6490	6814	7156	7515	7891
Street Maintenance Supervisor	720001e	12	5989	6284	6593	6917	7257
Supervising Airports Building Maintenance Technician	310014e	12	4325	4539	4760	4994	5236
Supervising Airports Operations Officer	310013e	12	4419	4633	4859	5100	5345
Supervising Commercial Building Inspector	230036e	12	5195	5451	5718	6000	6296
Supervising Engineering Technician	210008e	12	5884	6177	6480	6799	7132
Supervising Fire Prevention Inspector	420005e	12	5440	5706	5988	6282	6592
Supervising Planner	220008e	12	5588	5861	6147	6449	6764

e Exempt class, see Section 4.

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## EXHIBIT 13-1

## Unit 13 – Exempt Supervisory and Professional (CFPEA), effective June 25, 2018

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Supervising Plans Examiner	210044e	12	5716	5999	6295	6601	6926
Supervising Professional Engineer	210110e	12	7012	7357	7721	8101	8503
Supervising Real Estate Agent	170013e	12	6105	6404	6719	7049	7396
Supervising Traffic Signal Operations Specialist	720050e	12	6379	6691	7023	7368	7729
Survey Party Chief	210031e	12	4671	4898	5138	5388	5655
Systems Security Administrator	125050e	12	5366	5626	5904	6191	6495
Transit Supervisor I	320050e	12	5216	5471	5735	6018	6312
Transit Supervisor II	320051e	12	5654	5929	6220	6526	6848
Treasury Officer	135015e	12	5641	5918	6209	6514	6833
Wastewater Environmental Supervisor	620073e	12	6101	6398	6714	7045	7390
Wastewater Operations Supervisor	620072e	12	6101	6398	6714	7045	7390
Wastewater System Supervisor	620071e	12	6101	6398	6714	7045	7390
Water Conservation Supervisor	610045e	12	5809	6094	6393	6709	7037
Water System Supervisor	610055e	12	6101	6398	6714	7045	7390

e Exempt class, see Section 4.

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Supersedes Original

EXHIBIT 13-1  
Unit 13 – Exempt Supervisory and Professional (CFPEA), effective July 23, 2018

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Acoustical Program Coordinator	310100e	12	5473	5742	6020	6319	6626
Airports Airside/Landside Superintendent	310018e	12	6326	6636	6963	7304	7663
Airports Projects Supervisor	310016e	12	6649	6975	7318	7677	8057
Airports Property Supervisor	175005e	12	5757	6038	6331	6644	6964
Architect	210045e	12	5846	6132	6433	6750	7081
Call Center Supervisor	115073e	12	4253	4460	4676	4902	5141
Capital Development Specialist	310007e	12	6035	6334	6647	6971	7313
Chief Engineering Inspector	230078e	12	6320	6628	6955	7297	7654
Chief Engineering Technician	210009e	12	7299	7657	8034	8431	8845
Chief of Facilities Maintenance	810037e	12	6363	6677	7004	7349	7710
Chief of Wastewater Environmental Services	620075e	12	6089	6389	6702	7031	7376
Chief of Wastewater Facilities Maintenance	620085e	12	6363	6677	7004	7349	7710
Chief of Wastewater Treatment Operations	620080e	12	6434	6755	7086	7434	7799
Chief of Water Operations	610070e	12	6539	6859	7199	7553	7923
Chief Police Pilot	410031e	12	7188	7541	7915	8304	8716
Chief Surveyor	210032e	12	7332	7692	8074	8471	8891
Community Recreation Supervisor I	520015e	12	4512	4735	4965	5209	5461
Community Recreation Supervisor II	520016e	12	4866	5104	5356	5621	5893
Contract Compliance Officer	150061e	12	5757	6038	6331	6644	6964
Custodial Supervisor	810025e	12	5757	6038	6331	6644	6964
Database Administrator	125045e	12	6187	6487	6806	7138	7489
DBE/Small Business Coordinator	150070e	12	5335	5593	5868	6155	6460

e Exempt class, see Section 4.

6/25/2018 Third Council Amendment  
Supersedes Original



**EXHIBIT 13-1**  
**Unit 13 – Exempt Supervisory and Professional (CFPEA), effective July 23, 2018**

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Emergency Services Communications Supervisor	410004e	12	5085	5334	5593	5868	6154
Energy Efficiency Supervisor	230058e	12	5104	5355	5616	5893	6182
Equipment Supervisor	720031e	12	6260	6565	6887	7226	7582
Fire Prevention Engineer	210055e	12	6332	6642	6969	7311	7673
Fleet Administration Supervisor	720025e	12	5757	6038	6331	6644	6964
Forestry Supervisor I	510030e	12	4657	4887	5124	5376	5637
Forestry Supervisor II	510031e	12	4866	5104	5356	5621	5893
Grant Writer	150105e	12	4580	4805	5039	5285	5542
Historic Preservation Specialist	230066e	12	5859	6149	6453	6767	7100
Housing Program Supervisor	230055e	12	6221	6533	6859	7201	7563
Human Resources Analyst	150016e	12	4777	5010	5253	5511	5782
Human Resources Records Supervisor	115050e	12	4639	4867	5106	5352	5618
Information Services Supervisor	125032e	12	6692	7021	7365	7727	8111
Landscape Maintenance Superintendent	510027e	12	7170	7524	7892	8280	8686
Lead Risk Analyst	150008e	12	5245	5506	5782	6072	6375
Management Analyst I	150020e <sup>4</sup>	12	3475	3644	3822	4007	4205
Management Analyst II	150021e <sup>4</sup>	12	4580	4805	5039	5285	5542
Parking Supervisor	720035e	12	3515	3682	3860	4048	4427
Parks Supervisor I	510025e	12	4657	4887	5124	5376	5637
Parks Supervisor II	510026e	12	5645	5921	6213	6521	6836
Planner III	220007e	12	5320	5581	5852	6141	6444
Principal Accountant	130014e	12	5928	6218	6525	6844	7180
Procurement Supervisor	140004e	12	5656	5939	6236	6548	6876

e Exempt class, see Section 4.

6/25/2018 Third Council Amendment  
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## EXHIBIT 13-1

## Unit 13 – Exempt Supervisory and Professional (CFPEA), effective July 23, 2018

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Professional Engineer	210100e	12	7299	7657	8034	8431	8845
Project Manager	150065e	12	6035	6334	6647	6971	7313
Records Supervisor	115045e	12	4639	4867	5106	5352	5618
Recycling Coordinator	640001e	12	4804	5038	5283	5540	5813
Revenue Supervisor	135025e	12	4253	4460	4676	4902	5141
Risk Analyst	150010e	12	4777	5010	5253	5511	5782
Sanitation Supervisor	640029e	12	5757	6038	6331	6644	6964
Senior Accountant-Auditor	130013e	12	4960	5201	5457	5724	6002
Senior Building Inspector	230034e	12	5912	6204	6507	6828	7166
Senior Database Administrator	125046e	12	6686	7005	7342	7693	8076
Senior Electrical Safety Consultant	230024e	12	5325	5588	5861	6150	6454
Senior Engineering Inspector	230077e	12	5738	6022	6316	6627	6955
Senior Environmental & Safety Consultant	230005e	12	5432	5700	5979	6273	6584
Senior Plumbing & Mechanical Consultant	230014e	12	5912	6204	6507	6828	7166
Senior Real Estate Agent	170012e	12	5757	6038	6331	6644	6964
Senior Retirement Counselor	135052e	12	4732	4970	5218	5478	5753
Street Maintenance Superintendent	720004e	12	6986	7335	7702	8089	8494
Street Maintenance Supervisor	720001e	12	6326	6636	6963	7304	7663
Supervising Airports Building Maintenance Technician	310014e	12	5757	6038	6331	6644	6964
Supervising Airports Operations Officer	310013e	12	5757	6038	6331	6644	6964
Supervising Commercial Building Inspector	230036e	12	5912	6204	6507	6828	7166
Supervising Engineering Technician	210008e	12	6153	6459	6775	7109	7458
Supervising Fire Prevention Inspector	420005e	12	5897	6186	6491	6811	7146
Supervising Planner	220008e	12	5883	6171	6472	6790	7122

e Exempt class, see Section 4.

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Supersedes Original

**EXHIBIT 13-1**  
**Unit 13 – Exempt Supervisory and Professional (CFPEA), effective July 23, 2018**

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Supervising Plans Examiner	210044e	12	6826	7164	7518	7884	8272
Supervising Professional Engineer	210110e	12	8390	8802	9238	9692	10173
Supervising Real Estate Agent	170013e	12	6326	6636	6963	7304	7663
Supervising Traffic Signal Operations Specialist	720050e	12	6558	6879	7220	7575	7946
Survey Party Chief	210031e	12	5124	5373	5636	5910	6203
Systems Security Administrator	125050e	12	5612	5883	6174	6473	6792
Transit Supervisor I	320050e	12	5561	5833	6115	6416	6729
Transit Supervisor II	320051e	12	6217	6519	6839	7176	7529
Treasury Officer	135015e	12	5928	6218	6525	6844	7180
Wastewater Environmental Supervisor	620073e	12	6739	7067	7416	7782	8163
Wastewater Operations Supervisor	620072e	12	6739	7067	7416	7782	8163
Wastewater System Supervisor	620071e	12	6739	7067	7416	7782	8163
Water Conservation Supervisor	610045e	12	5955	6247	6553	6877	7213
Water System Supervisor	610055e	12	6739	7067	7416	7782	8163

e Exempt class, see Section 4.

*6/25/2018 Third Council Amendment  
 Supersedes Original*

EXHIBIT 13-2  
Unit 13 – Non-Exempt Professional (CFPEA), effective July 23, 2018

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Legal Secretary I	115015	12	3179	3332	3492	3660	3838
Legal Secretary II	115016	12	3584	3758	3938	4129	4329
Paralegal	160001	12	4706	4935	5175	5429	5696
Senior Human Resources Technician	150014	12	3479	3645	3819	4005	4200
Senior Paralegal	160002	12	5167	5425	5696	5981	6281
Supervising Crime Scene Technician	410013	12	4883	5121	5370	5634	5908

*6/25/2018 Third Council Amendment  
Supersedes Original*