

EXHIBIT 3

Unit 3 – Non-Supervisory White Collar (FCEA), effective ~~December 6, 2021~~ May 9, 2022

| CLASS TITLE | JOB CODE | PROB PER | A | B | C | D | E |
|--|---------------------|-----------------|------------------------------------|------------------------------------|------------------------------------|------------------------------------|------------------------------------|
| Account Clerk I | 130001 ³ | 6 ³ | 2840 | 2969 | 3103 | 3247 | 3401 |
| Account Clerk II | 130002 ³ | 12 ³ | 3139 3103 | 3284 3247 | 3440 3401 | 3596 3555 | 3762 3719 |
| Accountant-Auditor I | 130011 ⁴ | 12 ⁴ | 4538 4238 | 4746 4432 | 4966 4638 | 5207 4863 | 5451 5094 |
| Accountant-Auditor II | 130012 ⁴ | 12 ⁴ | 5035 4907 | 5268 5134 | 5524 5384 | 5787 5640 | 6061 5907 |
| Accounting Technician | 130010 | 12 | 3790 3719 | 3968 3894 | 4155 4077 | 4346 4265 | 4553 4468 |
| Administrative Clerk I | 110001 ³ | 6 ³ | 2635 | 2758 | 2880 | 3013 | 3150 |
| Administrative Clerk II | 110002 ³ | 12 ³ | 2968 2924 | 3105 3059 | 3246 3198 | 3398 3347 | 3554 3504 |
| Airports Operations Officer I | 310006 ⁴ | 12 ⁴ | 4598 | 4824 | 5056 | 5309 | 5574 |
| Airports Operations Officer II | 310009 ⁴ | 12 ⁴ | 5056 | 5309 | 5574 | 5854 | 6147 |
| Airports Property Specialist I | 175001 ⁴ | 12 ⁴ | 4920 | 5158 | 5402 | 5656 | 5930 |
| Airports Property Specialist II | 175002 ⁴ | 12 ⁴ | 5701 | 5973 | 6262 | 6559 | 6876 |
| Associate Electrical Safety Consultant I | 230022 | 12 | 5690 | 5961 | 6247 | 6542 | 6858 |
| Associate Electrical Safety Consultant II | 230023 | 12 | 5961 | 6247 | 6542 | 6858 | 7190 |
| Associate Environmental & Safety Consultant I | 230003 | 12 | 5690 | 5961 | 6247 | 6542 | 6858 |
| Associate Environmental & Safety Consultant II | 230004 | 12 | 5961 | 6247 | 6542 | 6858 | 7190 |
| Associate Plumbing & Mechanical Consultant I | 230012 | 12 | 5690 | 5961 | 6247 | 6542 | 6858 |
| Associate Plumbing & Mechanical Consultant II | 230013 | 12 | 5961 | 6247 | 6542 | 6858 | 7190 |
| Billing System Specialist | 125075 | 12 | 4174 | 4370 | 4577 | 4784 | 5007 |
| Budget Technician | 135005 | 12 | 3791 3778 | 3966 3953 | 4152 4138 | 4347 4333 | 4553 4538 |
| Building Inspector I | 230007 ⁴ | 12 ⁴ | 5248 | 5498 | 5758 | 6035 | 6320 |
| Building Inspector II | 230008 ⁴ | 12 ⁴ | 5690 | 5961 | 6247 | 6542 | 6858 |
| Building Inspector III | 230009 | 12 | 5961 | 6247 | 6542 | 6858 | 7190 |

³ 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.

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.

~~12/9/2021~~5/9/2022 ~~Sixth-Seventeenth~~ Amendment Supersedes Original

EXHIBIT 3

Unit 3 – Non-Supervisory White Collar (FCEA), effective ~~May 9, 2022~~ December 6, 2021

| CLASS TITLE | JOB CODE | PROB PER | A | B | C | D | E |
|-------------------------------------|---------------------|-----------------|------------------------------------|------------------------------------|------------------------------------|------------------------------------|------------------------------------|
| Call Center Representative I | 115070 ³ | 6 ³ | 3103 | 3247 | 3407 | 3555 | 3719 |
| Call Center Representative II | 115071 ³ | 12 ³ | 3401 | 3555 | 3719 | 3894 | 4077 |
| Central Printing Clerk | 120005 | 12 | 2954 2924 | 3090 3059 | 3230 3198 | 3381 3347 | 3537 3504 |
| Chemist | 620020 | 12 | 5000 | 5242 | 5489 | 5752 | 6026 |
| City Records Specialist | 115025 | 12 | 3778 | 3953 | 4138 | 4333 | 4538 |
| Commercial Building Inspector | 230015 | 12 | 5690 | 5961 | 6247 | 6542 | 6858 |
| Community Recreation Assistant | 520010 | 12 | 3609 3183 | 3770 3325 | 3927 3463 | 4085 3603 | 4265 3762 |
| Community Revitalization Specialist | 230053 | 12 | 5122 | 5368 | 5626 | 5933 | 6180 |
| Community Revitalization Technician | 230059 | 12 | 3563 | 3729 | 3902 | 4087 | 4279 |
| Community Services Officer I | 410025 ⁴ | 12 ⁴ | 3357 3307 | 3509 3457 | 3672 3617 | 3842 3785 | 4021 3964 |
| Community Services Officer II | 410026 ⁴ | 12 ⁴ | 3672 3617 | 3842 3785 | 4021 3964 | 4211 4148 | 4410 4344 |
| Computer Systems Specialist I | 125010 ⁴ | 12 ⁴ | 5248 4487 | 5492 4696 | 5753 4919 | 6030 5156 | 6314 5399 |
| Computer Systems Specialist II | 125011 ⁴ | 12 ⁴ | 5762 5676 | 6034 5944 | 6322 6228 | 6624 6526 | 6945 6842 |
| Computer Systems Specialist III | 125012 | 12 | 6331 6265 | 6634 6565 | 6954 6884 | 7286 7210 | 7640 7560 |
| Construction Compliance Specialist | 150055 | 12 | 4391 | 4592 | 4811 | 5040 | 5275 |
| Crime Scene Technician I | 410010 ⁴ | 12 ⁴ | 4203 | 4400 | 4607 | 4826 | 5055 |
| Crime Scene Technician II | 410011 ⁴ | 12 ⁴ | 4607 | 4826 | 5055 | 5295 | 5550 |
| Crime Specialist | 410008 | 12 | 5271 | 5520 | 5785 | 6061 | 6355 |
| Customer Services Clerk I | 115060 ³ | 6 ³ | 3106 | 3246 | 3394 | 3553 | 3719 |
| Customer Services Clerk II | 115061 ³ | 12 ³ | 3402 | 3561 | 3729 | 3897 | 4077 |
| Cybersecurity Analyst | 125090 | 12 | 6331 6265 | 6634 6565 | 6954 6884 | 7286 7210 | 7640 7560 |
| Deputy City Clerk | 115028 ⁴ | 12 ⁴ | 3347 | 3501 | 3664 | 3834 | 4011 |
| Development Services Coordinator | 230057 | 12 | 5190 | 5475 | 5741 | 6016 | 6304 |
| Digital Forensics Analyst | 410050 | 12 | 6921 | 7268 | 7631 | 8012 | 8413 |
| Emergency Services Dispatcher I | 410001 ⁵ | 12 ⁵ | 4126 3938 | 4293 4097 | 4472 4268 | 4676 4463 | 4873 4654 |
| Emergency Services Dispatcher II | 410002 ⁵ | 12 ⁵ | 4460 4330 | 4672 4535 | 4894 4754 | 5124 4974 | 5360 5203 |
| Emergency Services Dispatcher III | 410003 | 12 | 4907 4839 | 5132 5064 | 5381 5307 | 5630 5552 | 5896 5815 |

³ 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.

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.

5 This class is in a flexibly-staffed series. The probationary period for employees in these classes shall be up to 18 months, at the discretion of management. An employee in this series must serve a minimum one year probationary period.

5/9/2022 ~~12/9/2021~~ Seventeenth ~~Sixth~~ Amendment Supersedes Original

EXHIBIT 3

Unit 3 – Non-Supervisory White Collar (FCEA), effective ~~May 9, 2022~~ December 6, 2021

| CLASS TITLE | JOB CODE | PROB PER | A | B | C | D | E |
|---|---------------------|-----------------|------------------------------------|------------------------------------|------------------------------------|------------------------------------|------------------------------------|
| Engineer I | 210015 ⁴ | 12 ⁴ | 5919 | 6196 | 6487 | 6802 | 7115 |
| Engineer II | 210016 ⁴ | 12 ⁴ | 6492 | 6789 | 7116 | 7452 | 7825 |
| Engineering Aide I | 210001 ³ | 6 ³ | 3287 | 3433 | 3590 | 3757 | 3936 |
| Engineering Aide II | 210002 ³ | 12 ³ | 3839 | 4020 | 4202 | 4398 | 4611 |
| Engineering Inspector I | 230075 ⁴ | 12 ⁴ | 5057 | 5314 | 5554 | 5816 | 6098 |
| Engineering Inspector II | 230076 ⁴ | 12 ⁴ | 5532 | 5793 | 6072 | 6362 | 6667 |
| Engineering Technician I | 210005 ⁴ | 12 ⁴ | 3862 | 4042 | 4237 | 4426 | 4634 |
| Engineering Technician II | 210006 ⁴ | 12 ⁴ | 4518 | 4738 | 4957 | 5187 | 5436 |
| Environmental Control Officer | 620001 | 12 | 4932 | 5168 | 5406 | 5664 | 5931 |
| Facilities Construction Specialist | 230085 | 12 | 5040 | 5274 | 5526 | 5789 | 6067 |
| Fire Prevention Inspector I | 420001 ⁵ | 12 ⁵ | 4454 | 4663 | 4875 | 5114 | 5358 |
| Fire Prevention Inspector II | 420002 ⁵ | 12 ⁵ | 5134 | 5368 | 5626 | 5901 | 6180 |
| Fleet Operations Specialist | 710105 | 12 | 4710 | 4929 | 5167 | 5410 | 5670 |
| Geographic Information System (GIS) Specialist | 125025 | 12 | 6331 6265 | 6634 6565 | 6954 6884 | 7286 7210 | 7640 7560 |
| Geographic Information System (GIS) Technician I | 125026 ⁴ | 12 ⁴ | 5271 4487 | 5517 4696 | 5779 4919 | 6057 5156 | 6343 5399 |
| Geographic Information System (GIS) Technician II | 125027 ⁴ | 12 ⁴ | 5788 5676 | 6061 5944 | 6351 6228 | 6654 6526 | 6977 6842 |
| Graphics Technician | 120013 | 12 | 4116 4055 | 4315 4254 | 4525 4458 | 4745 4674 | 4977 4903 |
| Helicopter Pilot | 410033 | 12 | 6176 | 6477 | 6795 | 7128 | 7479 |
| Housing Rehabilitation Specialist | 230056 | 12 | 5105 | 5354 | 5619 | 5894 | 6180 |
| Industrial/Commercial Water Conservation Representative | 610015 | 12 | 4940 | 5176 | 5416 | 5674 | 5942 |
| Interpreter/Translator | 150232 | 12 | 5281 | 5571 | 5842 | 6121 | 6414 |
| Laboratory Assistant | 620010 | 12 | 3448 | 3612 | 3779 | 3955 | 4138 |
| Laboratory Technician I | 620011 ⁴ | 12 ⁴ | 4145 | 4339 | 4543 | 4756 | 4978 |
| Laboratory Technician II | 620012 ⁴ | 12 ⁴ | 4553 | 4765 | 4990 | 5229 | 5477 |
| Landscape Water Conservation Specialist | 610005 | 12 | 4926 | 5161 | 5406 | 5663 | 5931 |

³ 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.

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.

⁵ This class is in a flexibly-staffed series. The probationary period for employees in these classes shall be up to 18 months, at the discretion of management. An employee in this series must serve a minimum one year probationary period.

Supersedes Original

EXHIBIT 3

Unit 3 – Non-Supervisory White Collar (FCEA), effective ~~May 9, 2022~~ December 6, 2024

| CLASS TITLE | JOB CODE | PROB PER | A | B | C | D | E |
|------------------------------------|---------------------|-----------------|-------------------------|-------------------------|-------------------------|-------------------------|-------------------------|
| Law Office Assistant | 115021 | 12 | 4141 4007 | 4343 4202 | 4555 4407 | 4776 4624 | 5007 4845 |
| Network Systems Specialist | 125030 | 12 | 6331 6265 | 6634 6565 | 6954 6884 | 7286 7210 | 7640 7560 |
| PAR Program Specialist | 410023 | 12 | 3563 | 3729 | 3902 | 4087 | 4279 |
| Paratransit Specialist | 320005 | 12 | 3795 | 3974 | 4162 | 4349 | 4553 |
| Parking Enforcement Officer I | 710120 ⁴ | 12 ⁴ | 2915 2830 | 3035 2946 | 3161 3068 | 3285 3189 | 3425 3325 |
| Parking Enforcement Officer II | 710121 ⁴ | 12 ⁴ | 3169 3076 | 3303 3206 | 3440 3339 | 3579 3474 | 3740 3634 |
| Parking Enforcement Officer III | 710122 | 12 | 3440 3339 | 3579 3474 | 3740 3634 | 3893 3779 | 4061 3942 |
| Phlebotomist | 410007 | 12 | 3448 | 3612 | 3779 | 3955 | 4138 |
| Planner I | 220005 ³ | 6 ³ | 4687 | 4899 | 5133 | 5380 | 5638 |
| Planner II | 220006 ³ | 12 ³ | 5281 | 5571 | 5842 | 6121 | 6414 |
| Plans and Permit Technician | 220002 | 12 | 5018 | 5253 | 5492 | 5761 | 6035 |
| Plans Examiner | 210041 | 12 | 5506 | 5755 | 6032 | 6327 | 6625 |
| Police Data Transcriptionist | 115035 | 12 | 3969 3910 | 4152 4090 | 4345 4280 | 4547 4479 | 4761 4690 |
| Police Support Services Clerk | 115043 | 12 | 3297 3257 | 3448 3406 | 3607 3563 | 3775 3729 | 3950 3902 |
| Police Support Services Technician | 115044 | 12 | 3617 3563 | 3785 3729 | 3961 3902 | 4149 4087 | 4344 4279 |
| Principal Account Clerk | 130004 | 12 | 3790 3719 | 3968 3894 | 4155 4077 | 4346 4265 | 4553 4468 |
| Procurement Specialist | 140002 | 12 | 4760 | 4988 | 5223 | 5471 | 5733 |
| Program Compliance Officer | 640026 | 12 | 4070 | 4271 | 4479 | 4697 | 4926 |
| Programmer/Analyst I | 125020 ⁴ | 12 ⁴ | 5223 4487 | 5467 4696 | 5726 4919 | 6002 5156 | 6285 5399 |
| Programmer/Analyst II | 125021 ⁴ | 12 ⁴ | 5762 5676 | 6034 5944 | 6322 6228 | 6624 6526 | 6945 6842 |
| Programmer/Analyst III | 125022 | 12 | 6331 6265 | 6634 6565 | 6954 6884 | 7286 7210 | 7640 7560 |
| Programmer/Analyst IV | 125023 | 12 | 6962 6847 | 7300 7180 | 7654 7528 | 8018 7886 | 8405 8266 |
| Property & Evidence Technician | 145010 | 12 | 4033 3973 | 4222 4159 | 4420 4354 | 4629 4560 | 4847 4775 |
| Radio Dispatcher | 120015 | 12 | 3497 | 3655 | 3807 | 3975 | 4138 |
| Rangemaster/Armorer | 410035 | 12 | 4827 4826 | 5056 5055 | 5296 5295 | 5551 5550 | 5814 5813 |

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- 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.

| ~~5/9/2022 12/9/2021~~ Seventeenth Sixth Amendment
Supersedes Original

EXHIBIT 3

Unit 3 – Non-Supervisory White Collar (FCEA) , effective ~~May 9, 2022~~ December 6, 2021

| CLASS TITLE | JOB CODE | PROB PER | A | B | C | D | E |
|--|---------------------|-----------------|------------------------------------|------------------------------------|------------------------------------|------------------------------------|------------------------------------|
| Real Estate Finance Specialist I | 170001 ⁴ | 12 ⁴ | 3989 | 4175 | 4366 | 4574 | 4790 |
| Real Estate Finance Specialist II | 170002 ⁴ | 12 ⁴ | 4680 4610 | 4901 4828 | 5134 5058 | 5377 5297 | 5632 5548 |
| Recreation Specialist | 520005 | 12 | 3908 3850 | 4088 4027 | 4280 4216 | 4482 4415 | 4692 4622 |
| Retirement Counselor I | 135050 ⁴ | 12 ⁴ | 3789 | 3967 | 4154 | 4348 | 4553 |
| Retirement Counselor II | 135051 ⁴ | 12 ⁴ | 4166 | 4360 | 4565 | 4781 | 5007 |
| Safety and Training Specialist | 150050 | 12 | 4448 | 4664 | 4894 | 5133 | 5384 |
| Secretary | 110050 | 12 | 3554 3504 | 3719 3664 | 3892 3834 | 4072 4011 | 4266 4202 |
| Senior Account Clerk | 130003 | 12 | 3453 3401 | 3609 3555 | 3775 3719 | 3953 3894 | 4139 4077 |
| Senior Administrative Clerk | 110003 | 12 | 3246 3198 | 3398 3347 | 3554 3504 | 3719 3664 | 3892 3834 |
| Senior Call Center Representative | 115072 | 12 | 3916 | 4104 | 4302 | 4511 | 4730 |
| Senior Commercial Building Inspector | 230016 | 12 | 5961 | 6247 | 6542 | 6858 | 7190 |
| Senior Community Revitalization Specialist | 230054 | 12 | 5741 | 6011 | 6291 | 6596 | 6915 |
| Senior Community Services Officer | 410027 | 12 | 3996 3879 | 4183 4064 | 4379 4254 | 4582 4448 | 4800 4660 |
| Senior Crime Scene Technician | 410012 | 12 | 4826 | 5055 | 5295 | 5550 | 5813 |
| Senior Customer Services Clerk | 115062 | 12 | 3888 | 4063 | 4251 | 4451 | 4660 |
| Senior Deputy City Clerk | 115029 ⁴ | 12 ⁴ | 3790 | 3965 | 4152 | 4346 | 4553 |
| Senior Engineering Technician | 210007 | 12 | 5097 | 5337 | 5588 | 5857 | 6127 |
| Senior Fire Prevention Inspector | 420003 | 12 | 5741 | 6011 | 6291 | 6596 | 6915 |
| Senior Laboratory Technician | 620013 | 12 | 5075 | 5318 | 5571 | 5836 | 6115 |
| Senior Network Systems Specialist | 125031 | 12 | 7018 | 7359 | 7715 | 8083 | 8473 |
| Senior Plans Examiner | 210042 | 12 | 6048 | 6331 | 6626 | 6947 | 7285 |
| Senior Procurement Specialist | 140003 | 12 | 5223 | 5471 | 5733 | 6007 | 6292 |
| Senior Property & Evidence Technician | 145011 | 12 | 4420 4354 | 4629 4560 | 4847 4775 | 5073 4998 | 5316 5237 |
| Senior Cybersecurity Analyst | 125091 | 12 | 7018 | 7359 | 7715 | 8083 | 8473 |
| Senior Records Clerk | 110101 | 12 | 3453 3347 | 3612 3504 | 3780 3664 | 3956 3834 | 4138 4011 |
| Senior Secretary | 110051 | 12 | 3790 | 3965 | 4152 | 4346 | 4553 |

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.

Supersedes Original

EXHIBIT 3

Unit 3 – Non-Supervisory White Collar (FCEA) , effective ~~December 6, 2021~~ May 9, 2022

| CLASS TITLE | JOB CODE | PROB PER | A | B | C | D | E |
|---|---------------------|-----------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|
| Senior Storeskeeper | 145002 | 12 | 4033 <u>3973</u> | 4222 <u>4159</u> | 4420 <u>4354</u> | 4629 <u>4560</u> | 4847 <u>4775</u> |
| Senior Utility Service Representative | 230092 | 12 | 4164 | 4359 | 4565 | 4779 | 5007 |
| Senior Water Systems Telemetry & Distributed Control Specialist | 610022 | 12 | 7018 | 7359 | 7715 | 8083 | 8473 |
| Staff Assistant | 150001 | 12 | 3796 <u>3764</u> | 3974 <u>3940</u> | 4163 <u>4127</u> | 4350 <u>4313</u> | 4554 <u>4515</u> |
| Storeskeeper | 145001 | 12 | 3762 | 3938 | 4120 | 4313 | 4516 |
| Survey Party Technician | 210030 | 12 | 4518 | 4738 | 4957 | 5187 | 5436 |
| Tax/Permit Inspector | 135001 | 12 | 4454 | 4664 | 4877 | 5117 | 5359 |
| Traffic Signal Operations Specialist | 710150 | 12 | 6383 | 6688 | 7011 | 7345 | 7703 |
| Transit Scheduler | 320049 | 12 | 6383 | 6688 | 7011 | 7345 | 7703 |
| Tree Program Specialist | 510015 | 12 | 4709 | 4931 | 5169 | 5414 | 5670 |
| Utility Service Representative I | 230090 ⁴ | 12 ⁴ | 3452 | 3611 | 3778 | 3955 | 4138 |
| Utility Service Representative II | 230091 ⁴ | 12 ⁴ | 3789 | 3967 | 4152 | 4347 | 4552 |
| Wastewater Reclamation Coordinator | 620035 | 12 | 4920 | 5158 | 5402 | 5656 | 5930 |
| Water Conservation Representative | 610001 | 12 | 3562 | 3729 | 3902 | 4085 | 4278 |
| Water Systems Telemetry & Distributed Control Specialist | 610021 | 12 | 5810 | 6085 | 6376 | 6681 | 7002 |

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5/9/2022 - 12/9/2021 - Seventeenth, Sixth Amendment
Supersedes Original

EXHIBIT 3
Unit 3 – Non-Supervisory White Collar (FCEA), effective June 20, 2022

| CLASS TITLE | JOB CODE | PROB PER | A | B | C | D | E |
|--|---------------------|-----------------|------------------------------------|------------------------------------|------------------------------------|------------------------------------|------------------------------------|
| Account Clerk I | 130001 ³ | 6 ³ | 2926 | 3059 | 3197 | 3345 | 3504 |
| Account Clerk II | 130002 ³ | 12 ³ | 3234 3197 | 3383 3345 | 3544 3504 | 3704 3662 | 3875 3834 |
| Accountant-Auditor I | 130011 ⁴ | 12 ⁴ | 4675 4366 | 4889 4565 | 5115 4778 | 5364 5009 | 5615 5244 |
| Accountant-Auditor II | 130012 ⁴ | 12 ⁴ | 5187 5055 | 5427 5289 | 5690 5546 | 5961 5810 | 6243 6085 |
| Accounting Technician | 130010 | 12 | 3904 3834 | 4088 4011 | 4280 4200 | 4477 4393 | 4690 4603 |
| Administrative Clerk I | 110001 ³ | 6 ³ | 2715 | 2841 | 2967 | 3104 | 3245 |
| Administrative Clerk II | 110002 ³ | 12 ³ | 3058 3012 | 3199 3151 | 3344 3294 | 3500 3448 | 3661 3607 |
| Airports Operations Officer I | 310006 ⁴ | 12 ⁴ | 4736 | 4969 | 5208 | 5469 | 5742 |
| Airports Operations Officer II | 310009 ⁴ | 12 ⁴ | 5208 | 5469 | 5742 | 6030 | 6332 |
| Airports Property Specialist I | 175001 ⁴ | 12 ⁴ | 5068 | 5313 | 5565 | 5826 | 6108 |
| Airports Property Specialist II | 175002 ⁴ | 12 ⁴ | 5873 | 6153 | 6450 | 6756 | 7083 |
| Associate Electrical Safety Consultant I | 230022 | 12 | 5861 | 6140 | 6435 | 6739 | 7064 |
| Associate Electrical Safety Consultant II | 230023 | 12 | 6140 | 6435 | 6739 | 7064 | 7406 |
| Associate Environmental & Safety Consultant I | 230003 | 12 | 5861 | 6140 | 6435 | 6739 | 7064 |
| Associate Environmental & Safety Consultant II | 230004 | 12 | 6140 | 6435 | 6739 | 7064 | 7406 |
| Associate Plumbing & Mechanical Consultant I | 230012 | 12 | 5861 | 6140 | 6435 | 6739 | 7064 |
| Associate Plumbing & Mechanical Consultant II | 230013 | 12 | 6140 | 6435 | 6739 | 7064 | 7406 |
| Billing System Specialist | 125075 | 12 | 4300 | 4502 | 4715 | 4928 | 5158 |
| Budget Technician | 135005 | 12 | 3905 3892 | 4085 4072 | 4277 4263 | 4478 4463 | 4690 4675 |
| Building Inspector I | 230007 ⁴ | 12 ⁴ | 5406 | 5663 | 5931 | 6217 | 6510 |
| Building Inspector II | 230008 ⁴ | 12 ⁴ | 5861 | 6140 | 6435 | 6739 | 7064 |
| Building Inspector III | 230009 | 12 | 6140 | 6435 | 6739 | 7064 | 7406 |

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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.

~~5/9/2022 4/25/2022-Seventeenth Eighteenth~~ Amendment
Supersedes Original

EXHIBIT 3
Unit 3 – Non-Supervisory White Collar (FCEA), June 20, 2022

| CLASS TITLE | JOB CODE | PROB PER | A | B | C | D | E |
|-------------------------------------|---------------------|-----------------|------------------------------------|------------------------------------|------------------------------------|------------------------------------|------------------------------------|
| Call Center Representative I | 115070 ³ | 6 ³ | 3197 | 3345 | 3510 | 3662 | 3831 |
| Call Center Representative II | 115071 ³ | 12 ³ | 3504 | 3662 | 3831 | 4011 | 4200 |
| Central Printing Clerk | 120005 | 12 | 3043 3012 | 3183 3151 | 3327 3294 | 3483 3448 | 3644 3607 |
| Chemist | 620020 | 12 | 5150 | 5400 | 5654 | 5925 | 6207 |
| City Records Specialist | 115025 | 12 | 3892 | 4072 | 4263 | 4463 | 4675 |
| Commercial Building Inspector | 230015 | 12 | 5861 | 6140 | 6435 | 6739 | 7064 |
| Community Recreation Assistant | 520010 | 12 | 3718 3279 | 3884 3425 | 4045 3567 | 4208 3712 | 4393 3875 |
| Community Revitalization Specialist | 230053 | 12 | 5276 | 5530 | 5795 | 6111 | 6366 |
| Community Revitalization Technician | 230059 | 12 | 3670 | 3841 | 4020 | 4210 | 4408 |
| Community Services Officer I | 410025 ⁴ | 12 ⁴ | 3458 3407 | 3615 3561 | 3783 3726 | 3958 3899 | 4142 4080 |
| Community Services Officer II | 410026 ⁴ | 12 ⁴ | 3783 3726 | 3958 3899 | 4142 4080 | 4338 4273 | 4543 4475 |
| Computer Systems Specialist I | 125010 ⁴ | 12 ⁴ | 5406 4622 | 5657 4837 | 5926 5067 | 6211 5311 | 6504 5561 |
| Computer Systems Specialist II | 125011 ⁴ | 12 ⁴ | 5935 5847 | 6216 6123 | 6512 6415 | 6823 6722 | 7154 7048 |
| Computer Systems Specialist III | 125012 | 12 | 6521 6453 | 6834 6762 | 7163 7088 | 7505 7427 | 7870 7787 |
| Construction Compliance Specialist | 150055 | 12 | 4523 | 4730 | 4956 | 5192 | 5434 |
| Crime Scene Technician I | 410010 ⁴ | 12 ⁴ | 4330 | 4532 | 4746 | 4971 | 5207 |
| Crime Scene Technician II | 410011 ⁴ | 12 ⁴ | 4746 | 4971 | 5207 | 5454 | 5717 |
| Crime Specialist | 410008 | 12 | 5430 | 5686 | 5959 | 6243 | 6546 |
| Customer Services Clerk I | 115060 ³ | 6 ³ | 3200 | 3344 | 3496 | 3660 | 3831 |
| Customer Services Clerk II | 115061 ³ | 12 ³ | 3505 | 3668 | 3841 | 4014 | 4200 |
| Cybersecurity Analyst | 125090 | 12 | 6521 6453 | 6834 6762 | 7163 7088 | 7505 7427 | 7870 7787 |
| Deputy City Clerk | 115028 ⁴ | 12 ⁴ | 3448 | 3607 | 3774 | 3950 | 4132 |
| Development Services Coordinator | 230057 | 12 | 5346 | 5640 | 5914 | 6197 | 6494 |
| Digital Forensics Analyst | 410050 | 12 | 7129 | 7487 | 7860 | 8253 | 8666 |
| Emergency Services Dispatcher I | 410001 ⁵ | 12 ⁵ | 4250 4057 | 4422 4220 | 4607 4397 | 4817 4597 | 5020 4791 |
| Emergency Services Dispatcher II | 410002 ⁵ | 12 ⁵ | 4594 4460 | 4813 4672 | 5041 4894 | 5278 5124 | 5521 5360 |
| Emergency Services Dispatcher III | 410003 | 12 | 5055 4985 | 5286 5213 | 5543 5467 | 5799 5719 | 6073 5990 |

³ 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.

- 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.
- 5 This class is in a flexibly-staffed series. The probationary period for employees in these classes shall be up to 18 months, at the discretion of management. An employee in this series must serve a minimum one year probationary period.

5/9/2022 4/25/2022-Seventeenth Eighteenth-Amendment Supersedes Original

EXHIBIT 3
Unit 3 – Non-Supervisory White Collar (FCEA), effective June 20, 2022

| CLASS TITLE | JOB CODE | PROB PER | A | B | C | D | E |
|---|---------------------|-----------------|------------------------------------|------------------------------------|------------------------------------|------------------------------------|------------------------------------|
| Engineer I | 210015 ⁴ | 12 ⁴ | 6097 | 6382 | 6682 | 7007 | 7329 |
| Engineer II | 210016 ⁴ | 12 ⁴ | 6687 | 6993 | 7330 | 7676 | 8060 |
| Engineering Aide I | 210001 ³ | 6 ³ | 3386 | 3536 | 3698 | 3870 | 4055 |
| Engineering Aide II | 210002 ³ | 12 ³ | 3955 | 4141 | 4329 | 4530 | 4750 |
| Engineering Inspector I | 230075 ⁴ | 12 ⁴ | 5209 | 5474 | 5721 | 5991 | 6281 |
| Engineering Inspector II | 230076 ⁴ | 12 ⁴ | 5698 | 5967 | 6255 | 6553 | 6868 |
| Engineering Technician I | 210005 ⁴ | 12 ⁴ | 3978 | 4164 | 4365 | 4559 | 4774 |
| Engineering Technician II | 210006 ⁴ | 12 ⁴ | 4654 | 4881 | 5106 | 5343 | 5600 |
| Environmental Control Officer | 620001 | 12 | 5080 | 5324 | 5569 | 5834 | 6109 |
| Facilities Construction Specialist | 230085 | 12 | 5192 | 5433 | 5692 | 5963 | 6250 |
| Fire Prevention Inspector I | 420001 ⁵ | 12 ⁵ | 4588 | 4803 | 5022 | 5268 | 5519 |
| Fire Prevention Inspector II | 420002 ⁵ | 12 ⁵ | 5289 | 5530 | 5795 | 6079 | 6366 |
| Fleet Operations Specialist | 710105 | 12 | 4852 | 5077 | 5323 | 5573 | 5841 |
| Geographic Information System (GIS) Specialist | 125025 | 12 | 6521 6453 | 6834 6762 | 7163 7088 | 7505 7427 | 7870 7787 |
| Geographic Information System (GIS) Technician I | 125026 ⁴ | 12 ⁴ | 5430 4622 | 5683 4837 | 5953 5067 | 6239 5314 | 6534 5564 |
| Geographic Information System (GIS) Technician II | 125027 ⁴ | 12 ⁴ | 5962 5847 | 6243 6123 | 6542 6415 | 6854 6722 | 7187 7048 |
| Graphics Technician | 120013 | 12 | 4240 4177 | 4445 4379 | 4661 4592 | 4888 4815 | 5127 5054 |
| Helicopter Pilot | 410033 | 12 | 6362 | 6672 | 6999 | 7342 | 7704 |
| Housing Rehabilitation Specialist | 230056 | 12 | 5259 | 5515 | 5788 | 6071 | 6366 |
| Industrial/Commercial Water Conservation Representative | 610015 | 12 | 5089 | 5332 | 5579 | 5845 | 6121 |
| Interpreter/Translator | 150232 | 12 | 5440 | 5739 | 6018 | 6305 | 6607 |
| Laboratory Assistant | 620010 | 12 | 3552 | 3721 | 3893 | 4074 | 4263 |
| Laboratory Technician I | 620011 ⁴ | 12 ⁴ | 4270 | 4470 | 4680 | 4899 | 5128 |
| Laboratory Technician II | 620012 ⁴ | 12 ⁴ | 4690 | 4908 | 5140 | 5386 | 5642 |
| Landscape Water Conservation Specialist | 610005 | 12 | 5074 | 5316 | 5569 | 5833 | 6109 |

³ 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.

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.

⁵ This class is in a flexibly-staffed series. The probationary period for employees in these classes shall be up to 18 months, at the discretion of management. An employee in this series must serve a minimum one year probationary period.

Supersedes Original

EXHIBIT 3
Unit 3 – Non-Supervisory White Collar (FCEA), effective June 20, 2022

| CLASS TITLE | JOB CODE | PROB PER | A | B | C | D | E |
|------------------------------------|---------------------|-----------------|-------------------------|-------------------------|-------------------------|-------------------------|-------------------------|
| Law Office Assistant | 115021 | 12 | 4266 4128 | 4474 4329 | 4692 4540 | 4920 4760 | 5158 4994 |
| Network Systems Specialist | 125030 | 12 | 6521 6453 | 6834 6762 | 7163 7088 | 7505 7427 | 7870 7787 |
| PAR Program Specialist | 410023 | 12 | 3670 | 3841 | 4020 | 4210 | 4408 |
| Paratransit Specialist | 320005 | 12 | 3909 | 4094 | 4287 | 4480 | 4690 |
| Parking Enforcement Officer I | 710120 ⁴ | 12 ⁴ | 3003 2915 | 3127 3035 | 3256 3164 | 3384 3285 | 3528 3425 |
| Parking Enforcement Officer II | 710121 ⁴ | 12 ⁴ | 3265 3169 | 3403 3303 | 3544 3440 | 3687 3579 | 3853 3740 |
| Parking Enforcement Officer III | 710122 | 12 | 3544 3440 | 3687 3579 | 3853 3740 | 4010 3893 | 4183 4064 |
| Phlebotomist | 410007 | 12 | 3552 | 3721 | 3893 | 4074 | 4263 |
| Planner I | 220005 ³ | 6 ³ | 4828 | 5046 | 5287 | 5542 | 5808 |
| Planner II | 220006 ³ | 12 ³ | 5440 | 5739 | 6018 | 6305 | 6607 |
| Plans and Permit Technician | 220002 | 12 | 5169 | 5411 | 5657 | 5934 | 6217 |
| Plans Examiner | 210041 | 12 | 5672 | 5928 | 6213 | 6517 | 6824 |
| Police Data Transcriptionist | 115035 | 12 | 4089 4028 | 4277 4213 | 4476 4409 | 4684 4614 | 4904 4834 |
| Police Support Services Clerk | 115043 | 12 | 3396 3355 | 3552 3509 | 3716 3670 | 3889 3844 | 4069 4020 |
| Police Support Services Technician | 115044 | 12 | 3726 3670 | 3899 3844 | 4080 4020 | 4274 4210 | 4475 4408 |
| Principal Account Clerk | 130004 | 12 | 3904 3834 | 4088 4014 | 4280 4200 | 4477 4393 | 4690 4603 |
| Procurement Specialist | 140002 | 12 | 4903 | 5138 | 5380 | 5636 | 5905 |
| Program Compliance Officer | 640026 | 12 | 4193 | 4400 | 4614 | 4838 | 5074 |
| Programmer/Analyst I | 125020 ⁴ | 12 ⁴ | 5380 4622 | 5632 4837 | 5898 5067 | 6183 5311 | 6474 5564 |
| Programmer/Analyst II | 125021 ⁴ | 12 ⁴ | 5935 5847 | 6216 6123 | 6512 6415 | 6823 6722 | 7154 7048 |
| Programmer/Analyst III | 125022 | 12 | 6521 6453 | 6834 6762 | 7163 7088 | 7505 7427 | 7870 7787 |
| Programmer/Analyst IV | 125023 | 12 | 7171 7053 | 7519 7396 | 7884 7754 | 8259 8123 | 8658 8514 |
| Property & Evidence Technician | 145010 | 12 | 4154 4093 | 4349 4284 | 4553 4485 | 4768 4697 | 4993 4919 |
| Radio Dispatcher | 120015 | 12 | 3602 | 3765 | 3922 | 4095 | 4263 |
| Rangemaster/Armorer | 410035 | 12 | 4972 4974 | 5208 5207 | 5455 5454 | 5718 5717 | 5989 5988 |

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- 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.

| ~~5/9/2022 4/25/2022-Seventeenth Eighteenth~~ Amendment
Supersedes Original

EXHIBIT 3
Unit 3 – Non-Supervisory White Collar (FCEA) , effective June 20, 2022

| CLASS TITLE | JOB CODE | PROB PER | A | B | C | D | E |
|--|---------------------|-----------------|------------------------------------|------------------------------------|------------------------------------|------------------------------------|------------------------------------|
| Real Estate Finance Specialist I | 170001 ⁴ | 12 ⁴ | 4109 | 4301 | 4497 | 4712 | 4934 |
| Real Estate Finance Specialist II | 170002 ⁴ | 12 ⁴ | 4821 4749 | 5049 4973 | 5289 5210 | 5539 5456 | 5801 5715 |
| Recreation Specialist | 520005 | 12 | 4026 3966 | 4211 4148 | 4409 4343 | 4617 4548 | 4833 4761 |
| Retirement Counselor I | 135050 ⁴ | 12 ⁴ | 3903 | 4087 | 4279 | 4479 | 4690 |
| Retirement Counselor II | 135051 ⁴ | 12 ⁴ | 4291 | 4491 | 4702 | 4925 | 5158 |
| Safety and Training Specialist | 150050 | 12 | 4582 | 4804 | 5041 | 5287 | 5546 |
| Secretary | 110050 | 12 | 3661 3607 | 3831 3774 | 4009 3950 | 4195 4132 | 4394 4329 |
| Senior Account Clerk | 130003 | 12 | 3557 3504 | 3718 3662 | 3889 3834 | 4072 4011 | 4264 4200 |
| Senior Administrative Clerk | 110003 | 12 | 3344 3294 | 3500 3448 | 3661 3607 | 3831 3774 | 4009 3950 |
| Senior Call Center Representative | 115072 | 12 | 4034 | 4228 | 4432 | 4647 | 4872 |
| Senior Commercial Building Inspector | 230016 | 12 | 6140 | 6435 | 6739 | 7064 | 7406 |
| Senior Community Revitalization Specialist | 230054 | 12 | 5914 | 6192 | 6480 | 6794 | 7123 |
| Senior Community Services Officer | 410027 | 12 | 4116 3996 | 4309 4183 | 4511 4379 | 4720 4582 | 4944 4800 |
| Senior Crime Scene Technician | 410012 | 12 | 4971 | 5207 | 5454 | 5717 | 5988 |
| Senior Customer Services Clerk | 115062 | 12 | 4005 | 4185 | 4379 | 4585 | 4800 |
| Senior Deputy City Clerk | 115029 ⁴ | 12 ⁴ | 3904 | 4084 | 4277 | 4477 | 4690 |
| Senior Engineering Technician | 210007 | 12 | 5250 | 5498 | 5756 | 6033 | 6311 |
| Senior Fire Prevention Inspector | 420003 | 12 | 5914 | 6192 | 6480 | 6794 | 7123 |
| Senior Laboratory Technician | 620013 | 12 | 5228 | 5478 | 5739 | 6012 | 6299 |
| Senior Network Systems Specialist | 125031 | 12 | 7229 | 7580 | 7947 | 8326 | 8728 |
| Senior Plans Examiner | 210042 | 12 | 6230 | 6521 | 6825 | 7156 | 7504 |
| Senior Procurement Specialist | 140003 | 12 | 5380 | 5636 | 5905 | 6188 | 6481 |
| Senior Property & Evidence Technician | 145011 | 12 | 4553 4485 | 4768 4697 | 4993 4919 | 5226 5148 | 5476 5395 |
| Senior Cybersecurity Analyst | 125091 | 12 | 7229 | 7580 | 7947 | 8326 | 8728 |
| Senior Records Clerk | 110101 | 12 | 3557 3448 | 3721 3607 | 3894 3774 | 4075 3950 | 4263 4132 |
| Senior Secretary | 110051 | 12 | 3904 | 4084 | 4277 | 4477 | 4690 |

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| ~~5/9/2022 4/25/2022-Seventeenth Eighteenth~~-Amendment
Supersedes Original

| EXHIBIT 3 | | | | | | | |
|--|---------------------|-----------------|-------------------------|-------------------------|-------------------------|-------------------------|-------------------------|
| Unit 3 – Non-Supervisory White Collar (FCEA) , effective June 20, 2022 | | | | | | | |
| CLASS TITLE | JOB CODE | PROB PER | A | B | C | D | E |
| Senior Storeskeeper | 145002 | 12 | 4154 4093 | 4349 4284 | 4553 4485 | 4768 4697 | 4993 4919 |
| Senior Utility Service Representative | 230092 | 12 | 4289 | 4490 | 4702 | 4923 | 5158 |
| Senior Water Systems Telemetry & Distributed Control Specialist | 610022 | 12 | 7229 | 7580 | 7947 | 8326 | 8728 |
| Staff Assistant | 150001 | 12 | 3910 3877 | 4094 4059 | 4288 4251 | 4481 4443 | 4691 4651 |
| Storeskeeper | 145001 | 12 | 3875 | 4057 | 4244 | 4443 | 4652 |
| Survey Party Technician | 210030 | 12 | 4654 | 4881 | 5106 | 5343 | 5600 |
| Tax/Permit Inspector | 135001 | 12 | 4588 | 4804 | 5024 | 5271 | 5520 |
| Traffic Signal Operations Specialist | 710150 | 12 | 6575 | 6889 | 7222 | 7566 | 7935 |
| Transit Scheduler | 320049 | 12 | 6575 | 6889 | 7222 | 7566 | 7935 |
| Tree Program Specialist | 510015 | 12 | 4851 | 5079 | 5325 | 5577 | 5841 |
| Utility Service Representative I | 230090 ⁴ | 12 ⁴ | 3556 | 3720 | 3892 | 4074 | 4263 |
| Utility Service Representative II | 230091 ⁴ | 12 ⁴ | 3903 | 4087 | 4277 | 4478 | 4689 |
| Wastewater Reclamation Coordinator | 620035 | 12 | 5068 | 5313 | 5565 | 5826 | 6108 |
| Water Conservation Representative | 610001 | 12 | 3669 | 3841 | 4020 | 4208 | 4407 |
| Water Systems Telemetry & Distributed Control Specialist | 610021 | 12 | 5985 | 6268 | 6568 | 6882 | 7213 |

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.

*5/9/2022 4/25/2022-Seventeenth Eighteenth-Amendment
Supersedes Original*