

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

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Account Clerk I	130001 ³	6 ³	3014	3151	3293	3446	3610
Account Clerk II	130002 ³	12 ³	3332	3485	3651	3816	3992
Accountant-Auditor I	130011 ⁴	12 ⁴	4875	5099	5335	5594	5856
Accountant-Auditor II	130012 ⁴	12 ⁴	5343	5590	5861	6140	6431
Accounting Technician	130010	12	4022	4211	4409	4612	4831
Administrative Clerk I	110001 ³	6 ³	2797	2927	3057	3198	3343
Administrative Clerk II	110002 ³	12 ³	3198	3345	3497	3660	3828
Airports Credentialing Technician	115080	12	3894	4075	4264	4467	4677
Airports Operations Officer I	310006 ⁴	12 ⁴	4879	5119	5365	5634	5915
Airports Operations Officer II	310009 ⁴	12 ⁴	5365	5634	5915	6211	6522
<u>Airports Public Safety Agent I^{IX}</u>	<u>310061</u>	<u>12⁴</u>	<u>3616</u>	<u>3781</u>	<u>3956</u>	<u>4139</u>	<u>4332</u>
<u>Airports Public Safety Agent II^{IX}</u>	<u>310062</u>	<u>12⁴</u>	<u>3956</u>	<u>4139</u>	<u>4332</u>	<u>4537</u>	<u>4751</u>
Animal Care Specialist I ^v	560020	6 ³	3293	3458	3631	3812	4003
Animal Care Specialist II ^v	560021	12 ³	3623	3804	3994	4194	4404
Animal Resource Officer I ^{***}	560001	12 ⁴	3616	3781	3956	4139	4332
Animal Resource Officer II ^{***}	560002	12 ⁴	3956	4139	4332	4537	4751
Animal Services Representative I ^v	560030	6 ³	3346	3497	3656	3827	4006
Animal Services Representative II ^v	560031	12 ³	3665	3836	4016	4198	4391
Associate Electrical Safety Consultant I	230022	12	6092	6381	6688	7003	7341
Associate Electrical Safety Consultant II	230023	12	6420	6728	7047	7386	7744
Associate Environmental & Safety Consultant I	230003	12	6092	6381	6688	7003	7341
Associate Environmental & Safety Consultant II	230004	12	6420	6728	7047	7386	7744
Associate Plumbing & Mechanical Consultant I	230012	12	6092	6381	6688	7003	7341
Associate Plumbing & Mechanical Consultant II	230013	12	6420	6728	7047	7386	7744
Billing System Specialist	125075	12	4429	4638	4857	5076	5313
Budget Technician	135005	12	4023	4208	4406	4613	4831
Building Inspector I	230007 ⁴	12 ⁴	5569	5833	6109	6404	6706
Building Inspector II	230008 ⁴	12 ⁴	6092	6381	6688	7003	7341
Building Inspector III	230009	12	6420	6728	7047	7386	7744

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.

^{**}Effective September 11, 2023, by the Third Amendment to the Salary Resolution No. 2023-183

^vEffective October 23, 2023, by the Fifth Amendment to the Salary Resolution No. 2023-183.

^{IX}Effective December 18, 2023, by the Ninth Amendment to the Salary Resolution No. 2023-183.

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CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Law Office Assistant	115021	12	4394	4609	4833	5068	5313
Network Systems Specialist	125030	12	6781	7106	7449	7805	8184
PAR Program Specialist	410023	12	3781	3957	4141	4337	4541
Paratransit Specialist	320005	12	4027	4217	4416	4615	4831
Park Ranger I	410060 ⁴	12 ⁴	3616	3781	3956	4139	4332
Park Ranger II	410061 ⁴	12 ⁴	3956	4139	4332	4537	4751
Parking Enforcement Officer I	710120 ⁴	12 ⁴	3141	3270	3405	3539	3689
Parking Enforcement Officer II	710121 ⁴	12 ⁴	3414	3559	3706	3856	4029
Parking Enforcement Officer III	710122	12	3706	3856	4029	4194	4374
Phlebotomist	410007	12	3659	3833	4010	4197	4391
Planner I	220005 ³	6 ³	5049	5276	5529	5795	6073
Planner II	220006 ³	12 ³	5688	6001	6293	6592	6909
Plans and Permit Technician	220002	12	5325	5574	5827	6113	6404
Plans Examiner	210041	12	5843	6106	6400	6713	7029
Police Data Transcriptionist	115035	12	4273	4470	4678	4895	5125
Police Support Services Clerk	115043	12	3547	3711	3882	4062	4250
Police Support Services Technician	115044	12	3894	4075	4264	4467	4677
Principal Account Clerk	130004	12	4022	4211	4409	4612	4831
Procurement Specialist	140002	12	5051	5293	5542	5806	6083
Program Compliance Officer	640026	12	4319	4532	4753	4984	5227
Programmer/Analyst I	125020 ⁴	12 ⁴	5639	5902	6182	6480	6785
Programmer/Analyst II	125021 ⁴	12 ⁴	6178	6471	6779	7102	7447
Programmer/Analyst III	125022	12	6781	7106	7449	7805	8184
Programmer/Analyst IV	125023	12	7448	7810	8189	8578	8992
Property & Evidence Technician	145010	12	4344	4548	4761	4986	5221
Property Specialist I	175001 ⁴	12 ⁴	5221	5473	5732	6001	6292
Property Specialist II	175002 ⁴	12 ⁴	6050	6338	6644	6959	7296
Radio Dispatcher	120015	12	3711	3878	4040	4218	4391
<u>Radio Frequency (RF) Network Engineer I</u> ^x	<u>125095</u>	<u>12⁴</u>	<u>6178</u>	<u>6471</u>	<u>6779</u>	<u>7102</u>	<u>7447</u>
<u>Radio Frequency (RF) Network Engineer II</u> ^x	<u>125096</u>	<u>12⁴</u>	<u>6781</u>	<u>7106</u>	<u>7449</u>	<u>7805</u>	<u>8184</u>
Rangemaster/Armorer	410035	12	5122	5365	5619	5890	6169

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SEE APPENDIX FOR FOOTNOTES

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CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Real Estate Finance Specialist I	170001 ⁴	12 ⁴	4233	4431	4632	4854	5083
Real Estate Finance Specialist II	170002 ⁴	12 ⁴	5041	5279	5531	5792	6066
Recreation Specialist	520005	12	4210	4404	4611	4828	5054
Retirement Counselor I	135050 ⁴	12 ⁴	4021	4210	4408	4614	4831
Retirement Counselor II	135051 ⁴	12 ⁴	4420	4626	4844	5073	5313
Safety and Training Specialist	150050	12	4720	4949	5193	5446	5713
Secretary	110050	12	3828	4006	4193	4386	4594
Senior Account Clerk	130003	12	3664	3830	4006	4195	4392
Senior Administrative Clerk	110003	12	3497	3660	3828	4006	4193
<u>Senior Airports Public Safety Agent^{ix}</u>	<u>310063</u>	<u>12</u>	<u>4304</u>	<u>4506</u>	<u>4717</u>	<u>4935</u>	<u>5170</u>
Senior Animal Care Specialist ^v	560022	12	3985	4184	4393	4613	4844
Senior Animal Resource Officer ^{***}	560003	12	4304	4506	4717	4935	5170
Senior Animal Services Representative ^v	560032	12	4188	4376	4579	4794	5019
Senior Call Center Representative	115072	12	4218	4421	4634	4859	5095
Senior Commercial Building Inspector	230016	12	6420	6728	7047	7386	7744
Senior Community Revitalization Specialist	230054	12	6092	6378	6675	6998	7337
Senior Community Services Officer	410027	12	4304	4506	4717	4935	5170
Senior Crime Scene Technician	410012	12	5122	5365	5619	5890	6169
Senior Customer Services Clerk	115062	12	4188	4376	4579	4794	5019
Senior Cybersecurity Analyst	125091	12	7446	7808	8186	8576	8990
Senior Deputy City Clerk	115029 ⁴	12 ⁴	4022	4207	4406	4612	4831
Senior Engineering Technician	210007	12	5489	5749	6019	6308	6599
Senior Fire Prevention Inspector	420003	12	6092	6378	6675	6998	7337
Senior Laboratory Technician	620013	12	5385	5643	5912	6193	6488
Senior Network Systems Specialist	125031	12	7446	7808	8186	8576	8990
Senior Park Ranger	410062	12	4304	4506	4717	4935	5170
Senior Plans Examiner	210042	12	6417	6717	7030	7371	7730
Senior Procurement Specialist	140003	12	5542	5806	6083	6374	6676
Senior Property & Evidence Technician	145011	12	4761	4986	5221	5465	5726
<u>Senior Radio Frequency (RF) Network Engineer^{ix}</u>	<u>125097</u>	<u>12</u>	<u>7446</u>	<u>7808</u>	<u>8186</u>	<u>8576</u>	<u>8990</u>
Senior Records Clerk	110101	12	3664	3833	4011	4198	4391
Senior Secretary	110051	12	4022	4207	4406	4612	4831

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