

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

| CLASS TITLE                        | JOB CODE                  | PROB PER              | A           | B           | C           | D           | E           |
|------------------------------------|---------------------------|-----------------------|-------------|-------------|-------------|-------------|-------------|
| Law Office Assistant               | 115021                    | 12                    | 4266        | 4474        | 4692        | 4920        | 5158        |
| Network Systems Specialist         | 125030                    | 12                    | 6521        | 6834        | 7163        | 7505        | 7870        |
| PAR Program Specialist             | 410023                    | 12                    | 3670        | 3841        | 4020        | 4210        | 4408        |
| Paratransit Specialist             | 320005                    | 12                    | 3909        | 4094        | 4287        | 4480        | 4690        |
| Parking Enforcement Officer I      | 710120 <sup>4</sup>       | 12 <sup>4</sup>       | 3003        | 3127        | 3256        | 3384        | 3528        |
| Parking Enforcement Officer II     | 710121 <sup>4</sup>       | 12 <sup>4</sup>       | 3265        | 3403        | 3544        | 3687        | 3853        |
| Parking Enforcement Officer III    | 710122                    | 12                    | 3544        | 3687        | 3853        | 4010        | 4183        |
| <u>Park Ranger I*</u>              | <u>410060<sup>4</sup></u> | <u>12<sup>4</sup></u> | <u>3458</u> | <u>3615</u> | <u>3783</u> | <u>3958</u> | <u>4142</u> |
| <u>Park Ranger II*</u>             | <u>410061<sup>4</sup></u> | <u>12<sup>4</sup></u> | <u>3783</u> | <u>3958</u> | <u>4142</u> | <u>4338</u> | <u>4543</u> |
| Phlebotomist                       | 410007                    | 12                    | 3552        | 3721        | 3893        | 4074        | 4263        |
| Planner I                          | 220005 <sup>3</sup>       | 6 <sup>3</sup>        | 4828        | 5046        | 5287        | 5542        | 5808        |
| Planner II                         | 220006 <sup>3</sup>       | 12 <sup>3</sup>       | 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        | 4277        | 4476        | 4684        | 4904        |
| Police Support Services Clerk      | 115043                    | 12                    | 3396        | 3552        | 3716        | 3889        | 4069        |
| Police Support Services Technician | 115044                    | 12                    | 3726        | 3899        | 4080        | 4274        | 4475        |
| Principal Account Clerk            | 130004                    | 12                    | 3904        | 4088        | 4280        | 4477        | 4690        |
| Procurement Specialist             | 140002                    | 12                    | 4903        | 5138        | 5380        | 5636        | 5905        |
| Program Compliance Officer         | 640026                    | 12                    | 4193        | 4400        | 4614        | 4838        | 5074        |
| Programmer/Analyst I               | 125020 <sup>4</sup>       | 12 <sup>4</sup>       | 5380        | 5632        | 5898        | 6183        | 6474        |
| Programmer/Analyst II              | 125021 <sup>4</sup>       | 12 <sup>4</sup>       | 5935        | 6216        | 6512        | 6823        | 7154        |
| Programmer/Analyst III             | 125022                    | 12                    | 6521        | 6834        | 7163        | 7505        | 7870        |
| Programmer/Analyst IV              | 125023                    | 12                    | 7171        | 7519        | 7884        | 8259        | 8658        |
| Property & Evidence Technician     | 145010                    | 12                    | 4154        | 4349        | 4553        | 4768        | 4993        |
| Radio Dispatcher                   | 120015                    | 12                    | 3602        | 3765        | 3922        | 4095        | 4263        |
| Rangemaster/Armorer                | 410035                    | 12                    | 4972        | 5208        | 5455        | 5718        | 5989        |

<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 10/3/2022, by the Fourth Amendment to the Salary Resolution 2022-152.

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|--|---------------------|-----------------|-------------|-------------|-------------|-------------|-------------|
| Real Estate Finance Specialist I           | 170001 <sup>4</sup> | 12 <sup>4</sup> | 4109        | 4301        | 4497        | 4712        | 4934        |
| Real Estate Finance Specialist II          | 170002 <sup>4</sup> | 12 <sup>4</sup> | 4821        | 5049        | 5289        | 5539        | 5801        |
| Recreation Specialist                      | 520005              | 12              | 4026        | 4211        | 4409        | 4617        | 4833        |
| Retirement Counselor I                     | 135050 <sup>4</sup> | 12 <sup>4</sup> | 3903        | 4087        | 4279        | 4479        | 4690        |
| Retirement Counselor II                    | 135051 <sup>4</sup> | 12 <sup>4</sup> | 4291        | 4491        | 4702        | 4925        | 5158        |
| Safety and Training Specialist             | 150050              | 12              | 4582        | 4804        | 5041        | 5287        | 5546        |
| Secretary                                  | 110050              | 12              | 3661        | 3831        | 4009        | 4195        | 4394        |
| Senior Account Clerk                       | 130003              | 12              | 3557        | 3718        | 3889        | 4072        | 4264        |
| Senior Administrative Clerk                | 110003              | 12              | 3344        | 3500        | 3661        | 3831        | 4009        |
| 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        | 4309        | 4511        | 4720        | 4944        |
| 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 <sup>4</sup> | 12 <sup>4</sup> | 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        |
| <u>Senior Park Ranger*</u>                 | <u>410062</u>       | <u>12</u>       | <u>4116</u> | <u>4309</u> | <u>4511</u> | <u>4720</u> | <u>4944</u> |
| 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        | 4768        | 4993        | 5226        | 5476        |
| Senior Cybersecurity Analyst               | 125091              | 12              | 7229        | 7580        | 7947        | 8326        | 8728        |
| Senior Records Clerk                       | 110101              | 12              | 3557        | 3721        | 3894        | 4075        | 4263        |
| Senior Secretary                           | 110051              | 12              | 3904        | 4084        | 4277        | 4477        | 4690        |

<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.

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