

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

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Account Clerk I	130001 <sup>3</sup>	6 <sup>3</sup>	3014	3151	3293	3446	3610
Account Clerk II	130002 <sup>3</sup>	12 <sup>3</sup>	3332	3485	3651	3816	3992
Accountant-Auditor I	130011 <sup>4</sup>	12 <sup>4</sup>	4875	5099	5335	5594	5856
Accountant-Auditor II	130012 <sup>4</sup>	12 <sup>4</sup>	5343	5590	5861	6140	6431
Accounting Technician	130010	12	4022	4211	4409	4612	4831
Administrative Clerk I	110001 <sup>3</sup>	6 <sup>3</sup>	2797	2927	3057	3198	3343
Administrative Clerk II	110002 <sup>3</sup>	12 <sup>3</sup>	3198	3345	3497	3660	3828
Airports Credentialing Technician	115080	12	3894	4075	4264	4467	4677
Airports Operations Officer I	310006 <sup>4</sup>	12 <sup>4</sup>	4879	5119	5365	5634	5915
Airports Operations Officer II	310009 <sup>4</sup>	12 <sup>4</sup>	5365	5634	5915	6211	6522
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 <sup>4</sup>	12 <sup>4</sup>	5569	5833	6109	6404	6706
Building Inspector II	230008 <sup>4</sup>	12 <sup>4</sup>	6092	6381	6688	7003	7341
Building Inspector III	230009	12	6420	6728	7047	7386	7744

<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 9/11/2023, by the Second Amendment to the Salary Resolution No. 2023-183.**

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

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Call Center Representative I	115070 <sup>3</sup>	6 <sup>3</sup>	3343	3498	3670	3829	4006
Call Center Representative II	115071 <sup>3</sup>	12 <sup>3</sup>	3664	3829	4006	4195	4391
Central Printing Clerk	120005	12	3182	3328	3479	3643	3810
Chemist	620020	12	5305	5562	5824	6103	6394
City Records Specialist	115025	12	4009	4195	4391	4597	4816
Commercial Building Inspector	230015	12	6092	6381	6688	7003	7341
Community Recreation Assistant	520010	12	3888	4062	4230	4401	4593
Community Revitalization Specialist	230053	12	5435	5696	5969	6295	6557
Community Revitalization Technician	230059	12	3781	3957	4141	4337	4541
Community Services Officer I	410025 <sup>4</sup>	12 <sup>4</sup>	3616	3781	3956	4139	4332
Community Services Officer II	410026 <sup>4</sup>	12 <sup>4</sup>	3956	4139	4332	4537	4751
Computer Systems Specialist I	125010 <sup>4</sup>	12 <sup>4</sup>	5636	5897	6178	6475	6781
Computer Systems Specialist II	125011 <sup>4</sup>	12 <sup>4</sup>	6178	6471	6779	7102	7447
Computer Systems Specialist III	125012	12	6781	7106	7449	7805	8184
Construction Compliance Specialist	150055	12	4659	4872	5105	5348	5598
Crime Scene Technician I	410010 <sup>4</sup>	12 <sup>4</sup>	4460	4668	4889	5121	5364
Crime Scene Technician II	410011 <sup>4</sup>	12 <sup>4</sup>	4889	5121	5364	5618	5889
Crime Specialist	410008	12	5593	5857	6138	6431	6743
Customer Services Clerk I	115060 <sup>3</sup>	6 <sup>3</sup>	3346	3497	3656	3827	4006
Customer Services Clerk II	115061 <sup>3</sup>	12 <sup>3</sup>	3665	3836	4016	4198	4391
Cybersecurity Analyst	125090	12	6781	7106	7449	7805	8184
Deputy City Clerk	115028 <sup>4</sup>	12 <sup>4</sup>	3605	3772	3946	4131	4320
Development Services Coordinator	230057	12	5590	5897	6184	6479	6790
Digital Forensics Analyst	410050	12	7398	7770	8157	8565	8993
Emergency Services Call Taker	410000	12	5000	5227	5420	5668	5907
Emergency Services Dispatcher I	410001 <sup>5</sup>	12 <sup>5</sup>	5000	5227	5420	5668	5907
Emergency Services Dispatcher II	410002 <sup>5</sup>	12 <sup>5</sup>	5405 5410 *	5662	5931	6210	6496
Emergency Services Dispatcher III	410003	12	5948	6220	6521	6800	7145

<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.

<sup>5</sup> 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.

| [\\*Effective 9/25/2023, by the Second Amendment to the Salary Resolution No, 2023-183](#)

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

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Real Estate Finance Specialist I	170001 <sup>4</sup>	12 <sup>4</sup>	4233	4431	4632	4854	5083
Real Estate Finance Specialist II	170002 <sup>4</sup>	12 <sup>4</sup>	5041	5279	5531	5792	6066
Recreation Specialist	520005	12	4210	4404	4611	4828	5054
Retirement Counselor I	135050 <sup>4</sup>	12 <sup>4</sup>	4021	4210	4408	4614	4831
Retirement Counselor II	135051 <sup>4</sup>	12 <sup>4</sup>	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
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 <sup>4</sup>	12 <sup>4</sup>	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
Senior Records Clerk	110101	12	3664	3833	4011	4198	4391
Senior Secretary	110051	12	4022	4207	4406	4612	4831

<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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EXHIBIT 13-1  
Unit 13 – Exempt Supervisory and Professional (CFPEA)

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Acoustical Program Coordinator	310100e	12	6444	6761	7089	7440	7803
Airports Airside/Landside Superintendent	310018e	12	7088	7435	7802	8183	8585
Airports Credentialing Supervisor	115081e	12	5693	5972	6268	6569	6894
Airports Projects Supervisor	310016e	12	7449	7814	8198	8601	9026
Airports Property Supervisor	175005e	12	6450	6765	7093	7444	7803
Architect	210045e	12	9001	9446	9910	10406	10925
Assistant Law Office Manager	115019e	12	7365	7720	8102	8494	8911
Business Process & Systems Analyst	125044e	12	7364	7720	8100	8496	8911
Call Center Supervisor	115073e	12	5941	6230	6531	6845	7179
Capital Development Specialist	310007e	12	7085	7437	7801	8185	8586
Central Print Supervisor	120007e	12	5324	5586	5857	6144	6442
Chief Engineering Inspector	230078e	12	7273	7628	8004	8398	8809
Chief Engineering Technician	210009e	12	8178	8578	9001	9446	9910
Chief of Facilities Maintenance	810037e	12	7129	7480	7847	8232	8638
Chief of Wastewater Environmental Services	620075e	12	6822	7158	7509	7877	8263
Chief of Wastewater Facilities Maintenance	620085e	12	7129	7480	7847	8232	8638
Chief of Wastewater Treatment Operations	620080e	12	7207	7567	7939	8328	8737
Chief of Water Operations	610070e	12	7327	7684	8065	8462	8876
Chief Police Pilot	410031e	12	8053	8448	8867	9303	9765
Chief Surveyor**	210032e	12	<del>11353</del> 9864	<del>11921</del> 10349	<del>12517</del> 10859	<del>13143</del> 11396	<del>13800</del> 11966
Community Services and Recreation Supervisor	520016e	12	6462	6778	7112	7464	7823
Contract Compliance Officer	150061e	12	6450	6765	7093	7444	7803
Custodial Supervisor	810025e	12	6450	6765	7093	7444	7803
Database Administrator	125045e	12	7364	7720	8100	8496	8911
DBE/Small Business Program Coordinator	150070e	12	6460	6773	7104	7453	7821

e Exempt class, see Section 4.

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