

**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>	3197	3345	3510	3662	3831
Call Center Representative II	115071 <sup>3</sup>	12 <sup>3</sup>	3504	3662	3831	4011	4200
Central Printing Clerk	120005	12	3043	3183	3327	3483	3644
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	3884	4045	4208	4393
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 <sup>4</sup>	12 <sup>4</sup>	3458	3615	3783	3958	4142
Community Services Officer II	410026 <sup>4</sup>	12 <sup>4</sup>	3783	3958	4142	4338	4543
Computer Systems Specialist I	125010 <sup>4</sup>	12 <sup>4</sup>	5406	5657	5926	6211	6504
Computer Systems Specialist II	125011 <sup>4</sup>	12 <sup>4</sup>	5935	6216	6512	6823	7154
Computer Systems Specialist III	125012	12	6521	6834	7163	7505	7870
Construction Compliance Specialist	150055	12	4523	4730	4956	5192	5434
Crime Scene Technician I	410010 <sup>4</sup>	12 <sup>4</sup>	4330	4532	4746	4971	5207
Crime Scene Technician II	410011 <sup>4</sup>	12 <sup>4</sup>	4746	4971	5207	5454	5717
Crime Specialist	410008	12	5430	5686	5959	6243	6546
Customer Services Clerk I	115060 <sup>3</sup>	6 <sup>3</sup>	3200	3344	3496	3660	3831
Customer Services Clerk II	115061 <sup>3</sup>	12 <sup>3</sup>	3505	3668	3841	4014	4200
Cybersecurity Analyst	125090	12	6521	6834	7163	7505	7870
Deputy City Clerk	115028 <sup>4</sup>	12 <sup>4</sup>	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
<u>Emergency Services Call Taker*</u>	<u>410000</u>	<u>12</u>	<u>4854</u>	<u>5074</u>	<u>5262</u>	<u>5502</u>	<u>5734</u>
Emergency Services Dispatcher I*_	410001 <sup>5</sup>	12 <sup>5</sup>	<u>4854</u> <del>4250</del>	<u>5074</u> <del>4422</del>	<u>5262</u> <del>4607</del>	<u>5502</u> <del>4817</del>	<u>5734</u> <del>5020</del>
Emergency Services Dispatcher II*_	410002 <sup>5</sup>	12 <sup>5</sup>	<u>5247</u> <del>4594</del>	<u>5497</u> <del>4813</del>	<u>5758</u> <del>5041</del>	<u>6029</u> <del>5278</del>	<u>6306</u> <del>5521</del>
Emergency Services Dispatcher III*_	410003	12	<u>5774</u> <del>5055</del>	<u>6038</u> <del>5286</del>	<u>6331</u> <del>5543</del>	<u>6601</u> <del>5799</del>	<u>6936</u> <del>6073</del>

<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 3/27/2023, by the Ninth Amendment to the Salary Resolution 2022-152.

**EXHIBIT 3**  
**Unit 3 – Non-Supervisory White Collar (FCEA), effective June 19, 2023**

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Call Center Representative I	115070 <sup>3</sup>	6 <sup>3</sup>	3293	3446	3616	3772	3946
Call Center Representative II	115071 <sup>3</sup>	12 <sup>3</sup>	3610	3772	3946	4132	4326
Central Printing Clerk	120005	12	3135	3279	3427	3588	3754
Chemist	620020	12	5305	5562	5824	6103	6394
City Records Specialist	115025	12	4009	4195	4391	4597	4816
Commercial Building Inspector	230015	12	6037	6325	6629	6942	7276
Community Recreation Assistant	520010	12	3830	4001	4167	4335	4525
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>	3562	3724	3897	4077	4267
Community Services Officer II	410026 <sup>4</sup>	12 <sup>4</sup>	3897	4077	4267	4469	4680
Computer Systems Specialist I	125010 <sup>4</sup>	12 <sup>4</sup>	5569	5827	6104	6398	6700
Computer Systems Specialist II	125011 <sup>4</sup>	12 <sup>4</sup>	6114	6403	6708	7028	7369
Computer Systems Specialist III	125012	12	6717	7040	7378	7731	8107
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>	3296	3445	3601	3770	3946
Customer Services Clerk II	115061 <sup>3</sup>	12 <sup>3</sup>	3611	3779	3957	4135	4326
Cybersecurity Analyst	125090	12	6717	7040	7378	7731	8107
Deputy City Clerk	115028 <sup>4</sup>	12 <sup>4</sup>	3552	3716	3888	4069	4256
Development Services Coordinator	230057	12	5507	5810	6092	6383	6689
Digital Forensics Analyst	410050	12	7343	7712	8096	8501	8926
<u>Emergency Services Call Taker*</u>	<u>410000</u>	12	<u>5000</u>	<u>5227</u>	<u>5420</u>	<u>5668</u>	<u>5907</u>
Emergency Services Dispatcher I*	410001 <sup>5</sup>	12 <sup>5</sup>	<u>5000</u> <u>4378</u>	<u>5227</u> <u>4555</u>	<u>5420</u> <u>4746</u>	<u>5668</u> <u>4962</u>	<u>5907</u> <u>5174</u>
Emergency Services Dispatcher II*	410002 <sup>5</sup>	12 <sup>5</sup>	<u>5405</u> <u>4732</u>	<u>5662</u> <u>4958</u>	<u>5931</u> <u>5193</u>	<u>6210</u> <u>5437</u>	<u>6496</u> <u>5687</u>
Emergency Services Dispatcher III*	410003	12	<u>5948</u> <u>5207</u>	<u>6220</u> <u>5445</u>	<u>6521</u> <u>5710</u>	<u>6800</u> <u>5973</u>	<u>7145</u> <u>6256</u>

<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 3/27/2023, by the Ninth Amendment to the Salary Resolution 2022-152.

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

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Emergency Services <del>Communications</del> <u>Dispatch</u> Supervisor*	410004e	12	<del>6590</del> 5532	<del>6911</del> 5802	<del>7246</del> 6083	<del>7602</del> 6382	<del>7973</del> 6693
Energy Efficiency Supervisor	230058e	12	5551	5824	6108	6410	6724
Equipment Supervisor	720031e	12	6809	7140	7491	7859	8247
Fire Prevention Engineer	210055e	12	7025	7370	7732	8111	8512
Fleet Administration Supervisor	720025e	12	6262	6567	6886	7227	7575
Forestry Supervisor I	510030e	12	5168	5423	5686	5965	6254
Forestry Supervisor II	510031e	12	5293	5551	5825	6114	6410
Grant Writer	150105e	12	4982	5227	5480	5749	6028
Historic Preservation Specialist	230066e	12	6565	6889	7230	7582	7953
Housing Program Supervisor	230055e	12	6767	7105	7460	7833	8226
Human Resources Analyst	150016e	12	5612	5886	6171	6474	6793
Human Resources Records Supervisor	115050e	12	5527	5798	6085	6377	6693
Information Services Supervisor	125032e	12	7861	8248	8651	9077	9527
Landscape Maintenance Superintendent	510027e	12	7799	8184	8583	9005	9448
Lead Risk Analyst	150008e	12	6163	6468	6793	7132	7489
Management Analyst I	150020e <sup>4</sup>	12 <sup>4</sup>	4178	4381	4594	4818	5055
Management Analyst II	150021e <sup>4</sup>	12 <sup>4</sup>	5132	5384	5645	5922	6209
Parking Supervisor	720035e	12	5315	5569	5838	6122	6693
Parks Supervisor I	510025e	12	5168	5423	5686	5965	6254
Parks Supervisor II	510026e	12	6273	6580	6904	7246	7595
Police Support Services Supervisor	115047e	12	5527	5798	6085	6377	6693
Planner III	220007e	12	6019	6313	6620	6947	7290
Principal Accountant	130014e	12	6577	6899	7239	7594	7967
Procurement Supervisor	140004e	12	6152	6460	6782	7122	7478

e Exempt class, see Section 4.

<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 3/27/2023, by the Ninth Amendment to the Salary Resolution 2022-152.

EXHIBIT 13-1  
Unit 13 – Exempt Supervisory and Professional (CFPEA), June 19, 2023

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Emergency Services <del>Communications</del> <del>Dispatch</del> Supervisor*	410004e	12	<del>6788</del> <del>5698</del>	<del>7119</del> <del>5977</del>	<del>7464</del> <del>6266</del>	<del>7831</del> <del>6574</del>	<del>8213</del> <del>6894</del>
Energy Efficiency Supervisor	230058e	12	5718	5999	6292	6603	6926
Equipment Supervisor	720031e	12	7014	7355	7716	8095	8495
Fire Prevention Engineer	210055e	12	7236	7592	7964	8355	8768
Fleet Administration Supervisor	720025e	12	6450	6765	7093	7444	7803
Forestry Supervisor I	510030e	12	5324	5586	5857	6144	6442
Forestry Supervisor II	510031e	12	5452	5718	6000	6298	6603
Grant Writer	150105e	12	5132	5384	5645	5922	6209
Historic Preservation Specialist	230066e	12	6762	7096	7447	7810	8192
Housing Program Supervisor	230055e	12	6971	7319	7684	8068	8473
Human Resources Analyst	150016e	12	5781	6063	6357	6669	6997
Human Resources Records Supervisor	115050e	12	5693	5972	6268	6569	6894
Information Services Supervisor	125032e	12	8097	8496	8911	9350	9813
Landscape Maintenance Superintendent	510027e	12	8033	8430	8841	9276	9732
Lead Risk Analyst	150008e	12	6348	6663	6997	7346	7714
Management Analyst I	150020e <sup>4</sup>	12 <sup>4</sup>	4304	4513	4732	4963	5207
Management Analyst II	150021e <sup>4</sup>	12 <sup>4</sup>	5286	5546	5815	6100	6396
Parking Supervisor	720035e	12	5475	5737	6014	6306	6894
Parks Supervisor I	510025e	12	5324	5586	5857	6144	6442
Parks Supervisor II	510026e	12	6462	6778	7112	7464	7823
Police Support Services Supervisor	115047e	12	5693	5972	6268	6569	6894
Planner III	220007e	12	6200	6503	6819	7156	7509
Principal Accountant	130014e	12	6775	7106	7457	7822	8207
Procurement Supervisor	140004e	12	6337	6654	6986	7336	7703

e Exempt class, see Section 4.

<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 3/27/2023, by the Ninth Amendment to the Salary Resolution 2022-152.

**EXHIBIT 14**  
**Unit 14 – Management Classes (CFMEA), retroactively effective June 20, 2022**

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	F	G	H	I
ADA Coordinator	150231e	-	6986	7161	7339	7522	7709	7903	8101	8302	8510
Administrative Manager	220025e	-	9206	9435	9672	9913	10161	10415	10675	10943	11217
Airports Marketing & Public Relations Coordinator	310150e	-	6986	7161	7339	7522	7709	7903	8101	8302	8510
Airports Operations Manager	310020e	-	8370	8580	8795	9014	9240	9469	9706	9949	10197
Airports Planning Manager	310019e	-	9206	9435	9672	9913	10161	10415	10675	10943	11217
Airports Properties Manager	310021e	-	8370	8580	8795	9014	9240	9469	9706	9949	10197
Airports Safety Management Systems Manager	310161e	-	8370	8580	8795	9014	9240	9469	9706	9949	10197
Assistant City Clerk	115030e	-	8370	8580	8795	9014	9240	9469	9706	9949	10197
Building Services Manager	230031e	-	10917	11191	11471	11758	12053	12353	12663	12977	13302
Business Manager	150019e	-	8370	8580	8795	9014	9240	9469	9706	9949	10197
Communications Manager	125060e	-	9206	9435	9672	9913	10161	10415	10675	10943	11217
Construction Manager	210096e	-	8370	8580	8795	9014	9240	9469	9706	9949	10197
Crime Scene Investigation Bureau Manager	410015e	-	8370	8580	8795	9014	9240	9469	9706	9949	10197
Cybersecurity Manager	125092e	-	9206	9435	9672	9913	10161	10415	10675	10943	11217
Deputy City Engineer	210081e	-	10917	11191	11471	11758	12053	12353	12663	12977	13302
Division Manager	150024e	-	8370	8580	8795	9014	9240	9469	9706	9949	10197
Economic Development Analyst	150095e	-	6986	7161	7339	7522	7709	7903	8101	8302	8510
<u>Emergency Services Dispatch Manager*</u>	<u>410005e</u>	<u>-</u>	<u>8370</u>	<u>8580</u>	<u>8795</u>	<u>9014</u>	<u>9240</u>	<u>9469</u>	<u>9706</u>	<u>9949</u>	<u>10197</u>
Facilities Manager	810040e	-	8370	8580	8795	9014	9240	9469	9706	9949	10197

e Exempt class, See Section 4

7/21/2022 First Amendment  
 Supersedes Original

\*Effective 3/27/2023, by the Ninth Amendment to the Salary Resolution 2022-152.

SEE APPENDIX FOR FOOTNOTES

**EXHIBIT 14**

**Unit 14 – Management Classes (CFMEA), effective June 19, 2023**

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	F	G	H	I
ADA Coordinator	150231e	-	7196	7376	7560	7748	7941	8141	8345	8552	8766
Administrative Manager	220025e	-	9483	9719	9963	10211	10466	10728	10996	11272	11554
Airports Marketing & Public Relations Coordinator	310150e	-	7196	7376	7560	7748	7941	8141	8345	8552	8766
Airports Operations Manager	310020e	-	8622	8838	9059	9285	9518	9754	9998	10248	10503
Airports Planning Manager	310019e	-	9483	9719	9963	10211	10466	10728	10996	11272	11554
Airports Properties Manager	310021e	-	8622	8838	9059	9285	9518	9754	9998	10248	10503
Airports Safety Management Systems Manager	310161e	-	8622	8838	9059	9285	9518	9754	9998	10248	10503
Assistant City Clerk	115030e	-	8622	8838	9059	9285	9518	9754	9998	10248	10503
Building Services Manager	230031e	-	11245	11527	11816	12111	12415	12724	13043	13367	13702
Business Manager	150019e	-	8622	8838	9059	9285	9518	9754	9998	10248	10503
Communications Manager	125060e	-	9483	9719	9963	10211	10466	10728	10996	11272	11554
Construction Manager	210096e	-	8622	8838	9059	9285	9518	9754	9998	10248	10503
Crime Scene Investigation Bureau Manager	410015e	-	8622	8838	9059	9285	9518	9754	9998	10248	10503
Cybersecurity Manager	125092e	-	9483	9719	9963	10211	10466	10728	10996	11272	11554
Deputy City Engineer	210081e	-	11245	11527	11816	12111	12415	12724	13043	13367	13702
Division Manager	150024e	-	8622	8838	9059	9285	9518	9754	9998	10248	10503
Economic Development Analyst	150095e	-	7196	7376	7560	7748	7941	8141	8345	8552	8766
<u>Emergency Services Dispatch Manager*</u>	<u>410005e</u>	<u>-</u>	<u>8622</u>	<u>8838</u>	<u>9059</u>	<u>9285</u>	<u>9518</u>	<u>9754</u>	<u>9998</u>	<u>10248</u>	<u>10503</u>
Facilities Manager	810040e	-	8622	8838	9059	9285	9518	9754	9998	10248	10503

e Exempt class, See Section 4

7/21/2022 First Amendment  
Supersedes Original

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SEE APPENDIX FOR FOOTNOTES