

EXHIBIT 3

Unit 3 – Non-Supervisory White Collar (FCEA), [effective July 23, 2018](#)

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	F
Call Center Representative I	115070 ³	6 ³	2796	2926	3070	3202	3351	-
Call Center Representative II	115071 ³	12 ³	3064	3202	3351	3509	3674	-
Central Printing Clerk	120005	12	2595	2715	2839	2970	3109	-
City Records Specialist	115025	12	3403	3561	3729	3904	4089	-
Commercial Building Inspector	230015	12	4955	5190	5440	5696	5971	-
Community Recreation Assistant	520010	12	2825	2952	3075	3198	3339	-
Community Revitalization Specialist	230053	12	4615	4838	5071	5347	5570	-
Community Revitalization Technician	230059	12	3210	3360	3516	3682	3856	-
Community Services Officer I	410025 ⁴	12 ⁴	2934	3069	3210	3360	3516	-
Community Services Officer II	410026 ⁴	12 ⁴	3210	3360	3516	3682	3856	-
Computer Systems Specialist I	125010 ⁴	12 ⁴	4043	4232	4433	4645	4866	-
Computer Systems Specialist II	125011 ⁴	12 ⁴	4751	4975	5214	5463	5727	-
Computer Systems Specialist III	125012	12	5326	5581	5851	6130	6428	-
Construction Compliance Specialist	150055	12	3958	4138	4335	4542	4755	-
Crime Scene Technician I	410010 ⁴	12 ⁴	3787	3964	4151	4349	4556	-
Crime Scene Technician II	410011 ⁴	12 ⁴	4151	4349	4556	4771	5001	-
Crime Specialist	410008	12	4751	4975	5214	5463	5727	-
Customer Services Clerk I	115060 ³	6 ³	2559	2675	2796	2926	3064	-
Customer Services Clerk II	115061 ³	12 ³	2796	2926	3064	3202	3351	-
Deputy City Clerk	115028	12	2970	3109	3252	3403	3561	-
Development Services Coordinator	230057	12	4608	4861	5097	5341	5597	-
Digital Forensics Analyst	410050	12	6103	6408	6728	7064	7417	-
Emergency Services Dispatcher I	410001 ⁵	12 ⁵	3462	3601	3751	3923	4088	-
Emergency Services Dispatcher II	410002 ⁵	12 ⁵	3708	3883	4069	4261	4456	-
Emergency Services Dispatcher III	410003	12	4145	4335	4546	4756	4981	-

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.

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

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CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	F
Recreation Specialist	520005	12	3417	3575	3743	3920	4103	-
Retirement Counselor I	135050 ⁴	12 ⁴	3351	3509	3674	3845	4026	-
Retirement Counselor II	135051 ⁴	12 ⁴	3674	3845	4026	4216	4417	-
Safety and Training Specialist	150050	12	4008	4203	4410	4626	4852	-
Secretary	110050	12	3109	3252	3403	3561	3729	-
Senior Account Clerk	130003	12	3064	3202	3351	3509	3674	-
Senior Administrative Clerk	110003	12	2839	2970	3109	3252	3403	-
Senior Call Center Representative	115072	12	3476	3642	3819	4004	4200	-
Senior Commercial Building Inspector	230016	12	5190	5440	5696	5971	6260	-
Senior Community Revitalization Specialist	230054	12	5087	5336	5597	5914	6233	-
Senior Community Services Officer	410027	12	3444	3604	3773	3949	4137	-
Senior Crime Scene Technician	410012	12	4349	4556	4771	5001	5239	-
Senior Customer Services Clerk	115062	12	3064	3202	3351	3509	3674	-
Senior Deputy City Clerk	115029	12	3403	3561	3729	3904	4089	-
Senior Engineering Technician	210007	12	4501	4712	4934	5172	5410	-
Senior Fire Prevention Inspector	420003	12	5174	5417	5670	5944	6233	-
Senior Laboratory Technician	620013	12	4393	4604	4823	5053	5294	-
Senior Network Systems Specialist	125031	12	5708	5986	6276	6575	6892	-
Senior Plans Examiner	210042	12	5174	5417	5670	5944	6233	-
Senior Procurement Specialist	140003	12	4707	4930	5167	5414	5671	-
Senior Property & Evidence Technician	145011	12	3865	4048	4238	4437	4650	-
Senior Records Clerk	110101	12	2970	3109	3252	3403	3561	-
Senior Secretary	110051	12	3403	3561	3729	3904	4089	-

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

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EXHIBIT 14
Unit 14 – Management Classes (CFMEA), [effective July 23, 2018](#)

CLASS TITLE	JOB CODE	PROB PER	RANGE	A	B	C	D	E
Administrative Manager	220025e	–	E11		8096	-	10111	
Airports Marketing & Public Relations Coordinator	310150e	–	E14		6143		7671	
Airports Operations Manager	310020e	–	E12		7361	-	9192	
Airports Planning Manager	310019e	–	E11		8096	-	10111	
Airports Properties Manager	310021e	–	E12		7361	-	9192	
Assistant City Clerk	115030e	–	E14		6143		7671	
Building Services Manager	230031e	–	E18		8299 9593	-	10364 11991	
Business Manager	150019e	–	E12		7361	-	9192	
Communications Manager	125060e	–	E11		8096	-	10111	
Community Sanitation Manager	720040e	–	E14		6143		7671	
Construction Manager	210096e	–	E12		7361	-	9192	
Crime Scene Investigation Bureau Manager	410015e	–	E12		7361	-	9192	
Deputy City Engineer	210081e	–	E18		8299 9593	-	10364 11991	
Division Manager	150024e	–	E12		7361	-	9192	
Economic Development Analyst	150095e	–	E14		6143		7671	
Facilities Manager	810040e	–	E12		7361	-	9192	
Fleet Manager	720032e	–	E12		7361	-	9192	
Housing & Neighborhood Revitalization Manager	230065e	–	E11		8096	-	10111	
Information Services Manager	125055e	–	E11		8096	-	10111	
Law Office Manager	115020e	–	E12		7361		9192	
Parks Manager	510035e	–	E12		7361	-	9192	
Personnel Manager	150026e	–	E12		7361	-	9192	
Planning Manager	220010e	–	E11		8096	-	10111	
Projects Administrator	150063e	–	E11		8096	-	10111	
Public Works Manager	210095e	–	E11		8096	-	10111	
Public Works Manager – Licensed Engineer	210094e	:	E13		9359	:	11698	
Purchasing Manager	140005e	–	E12		7361	-	9192	

e Exempt class, see Section 4.

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Unit 13 – Exempt Supervisory and Professional (CFPEA), [effective June 25, 2018](#)

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Acoustical Program Coordinator	310100e	12	5339 5260	5601 5518	5873 5786	6164 6072	6464 6368
Airports Airside/Landside Superintendent	310018e	12	5510 5428	5780 5694	6065 5975	6362 6267	6674 6575
Airports Projects Supervisor	310016e	12	6177 6085	6480 6384	6799 6698	7132 7026	7485 7374
Airports Property Supervisor	175005e	12	5396 5316	5662 5578	5940 5852	6233 6140	6538 6441
Architect	210045e	12	5591 5508	5864 5777	6152 6061	6455 6359	6772 6671
Call Center Supervisor	115073e	12	4067 4006	4265 4201	4472 4405	4687 4617	4917 4844
Capital Development Specialist	310007e	12	5716 5631	5999 5910	6295 6201	6601 6503	6926 6823
Chief Engineering Inspector	230078e	12	5708 5623	5987 5898	6281 6188	6591 6493	6914 6811
Chief Engineering Technician	210009e	12	6683 6584	7012 6908	7357 7248	7721 7606	8101 7981
Chief of Facilities Maintenance	810037e	12	6207 6115	6514 6417	6833 6732	7169 7063	7521 7409
Chief of Wastewater Environmental Services	620075e	12	5940 5852	6233 6140	6538 6441	6859 6757	7196 7089
Chief of Wastewater Facilities Maintenance	620085e	12	6207 6115	6514 6417	6833 6732	7169 7063	7521 7409
Chief of Wastewater Treatment Operations	620080e	12	6277 6184	6590 6492	6913 6810	7252 7144	7608 7495
Chief of Water Operations	610070e	12	6379 6284	6691 6592	7023 6919	7368 7259	7729 7614
Chief Police Pilot	410031e	12	7012 6908	7357 7248	7721 7606	8101 7981	8503 8377
Chief Surveyor	210032e	12	7012 6908	7357 7248	7721 7606	8101 7981	8503 8377
Community Recreation Supervisor I	520015e	12	4325 4261	4539 4471	4760 4689	4994 4920	5236 5158
Community Recreation Supervisor II	520016e	12	4747 4676	4979 4905	5225 5147	5483 5401	5749 5664
Contract Compliance Officer	150061e	12	4419	4633	4859	5100	5345

			4353	4564	4787	5024	5266
Custodial Supervisor	810025e	12	4261 <u>4325</u>	4471 <u>4539</u>	4689 <u>4760</u>	4920 <u>4994</u>	5158 <u>5236</u>
Database Administrator	125045e	12	5829 <u>5917</u>	6111 <u>6203</u>	6412 <u>6509</u>	6726 <u>6827</u>	7056 <u>7162</u>
DBE/Small Business Coordinator	150070e	12	5026 <u>5102</u>	5269 <u>5349</u>	5528 <u>5611</u>	5799 <u>5886</u>	6086 <u>6178</u>

e Exempt class, see Section 4.

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EXHIBIT 13-1
Unit 13 – Exempt Supervisory and Professional (CFPEA), [effective June 25, 2018](#)

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Emergency Services Communications Supervisor	410004e	12	4657 4588	4885 4812	5122 5046	5374 5294	5637 5553
Energy Efficiency Supervisor	230058e	12	4979 4905	5224 5146	5479 5398	5749 5664	6031 5941
Equipment Supervisor	720031e	12	5654 5570	5929 5841	6220 6128	6526 6429	6848 6746
Fire Prevention Engineer	210055e	12	6177 6085	6480 6384	6799 6698	7132 7026	7485 7374
Fleet Administration Supervisor	720025e	12	5483 5401	5749 5664	6031 5941	6328 6234	6639 6540
Forestry Supervisor I	510030e	12	4325 4261	4539 4471	4760 4689	4994 4920	5236 5158
Forestry Supervisor II	510031e	12	4747 4676	4979 4905	5225 5147	5483 5401	5749 5664
Grant Writer	150105e	12	4446 4380	4669 4600	4903 4830	5148 5071	5405 5325
Historic Preservation Specialist	230066e	12	5716 5631	5999 5910	6295 6201	6601 6503	6926 6823
Housing Program Supervisor	230055e	12	6069 5979	6373 6278	6691 6592	7025 6921	7378 7268
Human Resources Analyst	150016e	12	4568 4500	4791 4720	5024 4949	5270 5192	5529 5447
Human Resources Records Supervisor	115050e	12	4437 4371	4654 4585	4882 4809	5119 5043	5372 5292
Information Services Supervisor	125032e	12	6400 6305	6715 6615	7043 6938	7390 7280	7757 7642
Landscape Maintenance Superintendent	510027e	12	5940 5852	6233 6140	6538 6441	6859 6757	7196 7089
Lead Risk Analyst	150008e	12	5016 4941	5266 5188	5529 5447	5806 5720	6097 6006
Management Analyst I	150020e ⁴	12	3390 3339	3555 3502	3728 3672	3909 3851	4102 4041
Management Analyst II	150021e ⁴	12	4156 4094	4360 4295	4572 4504	4796 4725	5029 4954
Parking Supervisor	720035e	12	3189 3141	3341 3291	3502 3450	3673 3618	4017 3957

Parks Supervisor I	510025e	12	4325 4261	4539 4471	4760 4689	4994 4920	5236 5158
Parks Supervisor II	510026e	12	4747 4676	4979 4905	5225 5147	5483 5401	5749 5664
Planner III	220007e	12	5087 5011	5337 5258	5597 5514	5873 5786	6162 6070
Principal Accountant	130014e	12	5641 5557	5918 5830	6209 6117	6514 6417	6833 6732
Procurement Supervisor	140004e	12	5518 5436	5794 5708	6083 5993	6388 6293	6708 6608

e Exempt class, see Section 4.

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Unit 13 – Exempt Supervisory and Professional (CFPEA), [effective June 25, 2018](#)

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Professional Engineer	210100e	12	6177 6085	6480 6384	6799 6698	7132 7026	7485 7374
Project Manager	150065e	12	5716 5634	5999 5910	6295 6201	6601 6503	6926 6823
Records Supervisor	115045e	12	4437 4374	4654 4585	4882 4809	5119 5043	5372 5292
Recycling Coordinator	640001e	12	4315 4254	4525 4458	4745 4674	4976 4902	5221 5143
Revenue Supervisor	135025e	12	4067 4006	4265 4201	4472 4405	4687 4617	4917 4844
Risk Analyst	150010e	12	4568 4500	4791 4720	5024 4949	5270 5192	5529 5447
Sanitation Supervisor	640029e	12	5246 5168	5502 5420	5773 5687	6056 5966	6353 6259
Senior Accountant-Auditor	130013e	12	4682 4612	4910 4837	5152 5075	5404 5324	5667 5583
Senior Building Inspector	230034e	12	5195 5118	5451 5370	5718 5633	6000 5911	6296 6202
Senior Database Administrator	125046e	12	6522 6425	6834 6733	7162 7056	7505 7394	7879 7762
Senior Electrical Safety Consultant	230024e	12	5195 5118	5451 5370	5718 5633	6000 5911	6296 6202
Senior Engineering Inspector	230077e	12	5195 5118	5451 5370	5718 5633	6000 5911	6296 6202
Senior Environmental & Safety Consultant	230005e	12	5195 5118	5451 5370	5718 5633	6000 5911	6296 6202
Senior Plumbing & Mechanical Consultant	230014e	12	5195 5118	5451 5370	5718 5633	6000 5911	6296 6202
Senior Real Estate Agent	170012e	12	5559 5476	5831 5744	6117 6026	6418 6323	6733 6633
Senior Retirement Counselor	135052e	12	4525 4458	4753 4682	4990 4916	5239 5161	5502 5420
Street Maintenance Superintendent	720004e	12	6490 6394	6814 6713	7156 7050	7515 7403	7891 7774
Street Maintenance Supervisor	720001e	12	5989 5900	6284 6191	6593 6495	6917 6814	7257 7149

Supervising Airports Building Maintenance Technician	310014e	12	4325 4264	4539 4471	4760 4689	4994 4920	5236 5158
Supervising Airports Operations Officer	310013e	12	4419 4353	4633 4564	4859 4787	5100 5024	5345 5266
Supervising Commercial Building Inspector	230036e	12	5195 5118	5451 5370	5718 5633	6000 5911	6296 6202
Supervising Engineering Technician	210008e	12	5884 5797	6177 6085	6480 6384	6799 6698	7132 7026
Supervising Fire Prevention Inspector	420005e	12	5440 5359	5706 5621	5988 5899	6282 6189	6592 6494
Supervising Planner	220008e	12	5588 5505	5861 5774	6147 6056	6449 6353	6764 6664

e Exempt class, see Section 4.

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EXHIBIT 13-1
Unit 13 – Exempt Supervisory and Professional (CFPEA), [effective June 25, 2018](#)

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Supervising Plans Examiner	210044e	12	5716 5634	5999 5910	6295 6201	6601 6503	6926 6823
Supervising Professional Engineer	210110e	12	7012 6908	7357 7248	7721 7606	8101 7981	8503 8377
Supervising Real Estate Agent	170013e	12	6105 6014	6404 6309	6719 6619	7049 6944	7396 7286
Supervising Traffic Signal Operations Specialist	720050e	12	6379 6284	6691 6592	7023 6919	7368 7259	7729 7614
Survey Party Chief	210031e	12	4671 4604	4898 4825	5138 5062	5388 5308	5655 5574
Systems Security Administrator	125050e	12	5366 5286	5626 5542	5904 5816	6191 6099	6495 6399
Transit Supervisor I	320050e	12	5216 5138	5471 5390	5735 5650	6018 5929	6312 6218
Transit Supervisor II	320051e	12	5654 5570	5929 5841	6220 6128	6526 6429	6848 6746
Treasury Officer	135015e	12	5641 5557	5918 5830	6209 6117	6514 6417	6833 6732
Wastewater Environmental Supervisor	620073e	12	6101 6010	6398 6303	6714 6614	7045 6940	7390 7280
Wastewater Operations Supervisor	620072e	12	6101 6010	6398 6303	6714 6614	7045 6940	7390 7280
Wastewater System Supervisor	620071e	12	6101 6010	6398 6303	6714 6614	7045 6940	7390 7280
Water Conservation Supervisor	610045e	12	5809 5723	6094 6003	6393 6298	6709 6609	7037 6933
Water System Supervisor	610055e	12	6101 6010	6398 6303	6714 6614	7045 6940	7390 7280

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CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Acoustical Program Coordinator	310100e	12	5473 5339	5742 5604	6020 5873	6319 6164	6626 6464
Airports Airside/Landside Superintendent	310018e	12	6326 5510	6636 5780	6963 6065	7304 6362	7663 6674
Airports Projects Supervisor	310016e	12	6649 6177	6975 6480	7318 6799	7677 7132	8057 7485
Airports Property Supervisor	175005e	12	5757 5396	6038 5662	6331 5940	6644 6233	6964 6538
Architect	210045e	12	5846 5591	6132 5864	6433 6152	6750 6455	7081 6772
Call Center Supervisor	115073e	12	4253 4067	4460 4265	4676 4472	4902 4687	5141 4917
Capital Development Specialist	310007e	12	6035 5716	6334 5999	6647 6295	6971 6601	7313 6926
Chief Engineering Inspector	230078e	12	6320 5708	6628 5987	6955 6281	7297 6591	7654 6914
Chief Engineering Technician	210009e	12	7299 6683	7657 7012	8034 7357	8431 7721	8845 8101
Chief of Facilities Maintenance	810037e	12	6363 6207	6677 6514	7004 6833	7349 7169	7710 7521
Chief of Wastewater Environmental Services	620075e	12	6089 5940	6389 6233	6702 6538	7031 6859	7376 7196
Chief of Wastewater Facilities Maintenance	620085e	12	6363 6207	6677 6514	7004 6833	7349 7169	7710 7521
Chief of Wastewater Treatment Operations	620080e	12	6434 6277	6755 6590	7086 6913	7434 7252	7799 7608
Chief of Water Operations	610070e	12	6539 6379	6859 6691	7199 7023	7553 7368	7923 7729
Chief Police Pilot	410031e	12	7188 7012	7541 7357	7915 7721	8304 8101	8716 8503
Chief Surveyor	210032e	12	7332 7012	7692 7357	8074 7721	8471 8101	8891 8503
Community Recreation Supervisor I	520015e	12	4512 4325	4735 4539	4965 4760	5209 4994	5461 5236
Community Recreation Supervisor II	520016e	12	4866 4747	5104 4979	5356 5225	5621 5483	5893 5749

Contract Compliance Officer	150061e	12	5757 4419	6038 4633	6331 4859	6644 5100	6964 5345
Custodial Supervisor	810025e	12	5757 4325	6038 4539	6331 4760	6644 4994	6964 5236
Database Administrator	125045e	12	6187 5917	6487 6203	6806 6509	7138 6827	7489 7162
DBE/Small Business Coordinator	150070e	12	5335 5102	5593 5349	5868 5611	6155 5886	6460 6178

e Exempt class, see Section 4.

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CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Emergency Services Communications Supervisor	410004e	12	<u>5085</u> 4657	<u>5334</u> 4885	<u>5593</u> 5122	<u>5868</u> 5374	<u>6154</u> 5637
Energy Efficiency Supervisor	230058e	12	<u>5104</u> 4979	<u>5355</u> 5224	<u>5616</u> 5479	<u>5893</u> 5749	<u>6182</u> 6034
Equipment Supervisor	720031e	12	<u>6260</u> 5654	<u>6565</u> 5929	<u>6887</u> 6220	<u>7226</u> 6526	<u>7582</u> 6848
Fire Prevention Engineer	210055e	12	<u>6332</u> 6177	<u>6642</u> 6480	<u>6969</u> 6799	<u>7311</u> 7132	<u>7673</u> 7485
Fleet Administration Supervisor	720025e	12	<u>5757</u> 5483	<u>6038</u> 5749	<u>6331</u> 6031	<u>6644</u> 6328	<u>6964</u> 6639
Forestry Supervisor I	510030e	12	<u>4657</u> 4325	<u>4887</u> 4539	<u>5124</u> 4760	<u>5376</u> 4994	<u>5637</u> 5236
Forestry Supervisor II	510031e	12	<u>4866</u> 4747	<u>5104</u> 4979	<u>5356</u> 5225	<u>5621</u> 5483	<u>5893</u> 5749
Grant Writer	150105e	12	<u>4580</u> 4446	<u>4805</u> 4669	<u>5039</u> 4903	<u>5285</u> 5148	<u>5542</u> 5405
Historic Preservation Specialist	230066e	12	<u>5859</u> 5716	<u>6149</u> 5999	<u>6453</u> 6295	<u>6767</u> 6604	<u>7100</u> 6926
Housing Program Supervisor	230055e	12	<u>6221</u> 6069	<u>6533</u> 6373	<u>6859</u> 6694	<u>7201</u> 7025	<u>7563</u> 7378
Human Resources Analyst	150016e	12	<u>4777</u> 4568	<u>5010</u> 4794	<u>5253</u> 5024	<u>5511</u> 5270	<u>5782</u> 5529
Human Resources Records Supervisor	115050e	12	<u>4639</u> 4437	<u>4867</u> 4654	<u>5106</u> 4882	<u>5352</u> 5149	<u>5618</u> 5372
Information Services Supervisor	125032e	12	<u>6692</u> 6400	<u>7021</u> 6715	<u>7365</u> 7043	<u>7727</u> 7390	<u>8111</u> 7757
Landscape Maintenance Superintendent	510027e	12	<u>7170</u> 5940	<u>7524</u> 6233	<u>7892</u> 6538	<u>8280</u> 6859	<u>8686</u> 7196
Lead Risk Analyst	150008e	12	<u>5245</u> 5016	<u>5506</u> 5266	<u>5782</u> 5529	<u>6072</u> 5806	<u>6375</u> 6097
Management Analyst I	150020e ⁴	12	<u>3475</u> 3390	<u>3644</u> 3555	<u>3822</u> 3728	<u>4007</u> 3909	<u>4205</u> 4102
Management Analyst II	150021e ⁴	12	<u>4580</u> 4156	<u>4805</u> 4360	<u>5039</u> 4572	<u>5285</u> 4796	<u>5542</u> 5029
Parking Supervisor	720035e	12	<u>3515</u> 3189	<u>3682</u> 3344	<u>3860</u> 3502	<u>4048</u> 3673	<u>4427</u> 4017

Parks Supervisor I	510025e	12	4657 4325	4887 4539	5124 4760	5376 4994	5637 5236
Parks Supervisor II	510026e	12	5645 4747	5921 4979	6213 5225	6521 5483	6836 5749
Planner III	220007e	12	5320 5087	5581 5337	5852 5597	6141 5873	6444 6162
Principal Accountant	130014e	12	5928 5641	6218 5918	6525 6209	6844 6514	7180 6833
Procurement Supervisor	140004e	12	5656 5518	5939 5794	6236 6083	6548 6388	6876 6708

e Exempt class, see Section 4.

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EXHIBIT 13-1
Unit 13 – Exempt Supervisory and Professional (CFPEA), [effective July 23, 2018](#)

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Professional Engineer	210100e	12	7299 6177	7657 6480	8034 6799	8431 7132	8845 7485
Project Manager	150065e	12	6035 5716	6334 5999	6647 6295	6971 6604	7313 6926
Records Supervisor	115045e	12	4639 4437	4867 4654	5106 4882	5352 5119	5618 5372
Recycling Coordinator	640001e	12	4804 4315	5038 4525	5283 4745	5540 4976	5813 5224
Revenue Supervisor	135025e	12	4253 4067	4460 4265	4676 4472	4902 4687	5141 4917
Risk Analyst	150010e	12	4777 4568	5010 4791	5253 5024	5511 5270	5782 5529
Sanitation Supervisor	640029e	12	5757 5246	6038 5502	6331 5773	6644 6056	6964 6353
Senior Accountant-Auditor	130013e	12	4960 4682	5201 4910	5457 5152	5724 5404	6002 5667
Senior Building Inspector	230034e	12	5912 5195	6204 5451	6507 5718	6828 6000	7166 6296
Senior Database Administrator	125046e	12	6686 6522	7005 6834	7342 7162	7693 7505	8076 7879
Senior Electrical Safety Consultant	230024e	12	5325 5195	5588 5451	5861 5718	6150 6000	6454 6296
Senior Engineering Inspector	230077e	12	5738 5195	6022 5451	6316 5718	6627 6000	6955 6296
Senior Environmental & Safety Consultant	230005e	12	5432 5195	5700 5451	5979 5718	6273 6000	6584 6296
Senior Plumbing & Mechanical Consultant	230014e	12	5912 5195	6204 5451	6507 5718	6828 6000	7166 6296
Senior Real Estate Agent	170012e	12	5757 5559	6038 5831	6331 6117	6644 6418	6964 6733
Senior Retirement Counselor	135052e	12	4732 4525	4970 4753	5218 4990	5478 5239	5753 5502
Street Maintenance Superintendent	720004e	12	6986 6490	7335 6814	7702 7156	8089 7515	8494 7894
Street Maintenance Supervisor	720001e	12	6326 5989	6636 6284	6963 6593	7304 6917	7663 7257

Supervising Airports Building Maintenance Technician	310014e	12	5757 4325	6038 4539	6331 4760	6644 4994	6964 5236
Supervising Airports Operations Officer	310013e	12	5757 4419	6038 4633	6331 4859	6644 5100	6964 5345
Supervising Commercial Building Inspector	230036e	12	5912 5195	6204 5451	6507 5718	6828 6000	7166 6296
Supervising Engineering Technician	210008e	12	6153 5884	6459 6177	6775 6480	7109 6799	7458 7132
Supervising Fire Prevention Inspector	420005e	12	5897 5440	6186 5706	6491 5988	6811 6282	7146 6592
Supervising Planner	220008e	12	5883 5588	6171 5861	6472 6147	6790 6449	7122 6764

e Exempt class, see Section 4.

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EXHIBIT 13-1
Unit 13 – Exempt Supervisory and Professional (CFPEA), [effective July 23, 2018](#)

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Supervising Plans Examiner	210044e	12	6826 5716	7164 5999	7518 6295	7884 6604	8272 926
Supervising Professional Engineer	210110e	12	8390 7012	8802 7357	9238 7724	9692 8104	10173 8503
Supervising Real Estate Agent	170013e	12	6326 6105	6636 6404	6963 6719	7304 7049	7663 396
Supervising Traffic Signal Operations Specialist	720050e	12	6558 6379	6879 6694	7220 7023	7575 7368	7946 729
Survey Party Chief	210031e	12	5124 4674	5373 4898	5636 5138	5910 5388	6203 655
Systems Security Administrator	125050e	12	5612 5366	5883 5626	6174 5904	6473 6194	6792 495
Transit Supervisor I	320050e	12	5561 5216	5833 5474	6115 5735	6416 6018	6729 312
Transit Supervisor II	320051e	12	6217 5654	6519 5929	6839 6220	7176 6526	7529 848
Treasury Officer	135015e	12	5928 5644	6218 5918	6525 6209	6844 6514	7180 833
Wastewater Environmental Supervisor	620073e	12	6739 6104	7067 6398	7416 6714	7782 7045	8163 390
Wastewater Operations Supervisor	620072e	12	6739 6104	7067 6398	7416 6714	7782 7045	8163 390
Wastewater System Supervisor	620071e	12	6739 6104	7067 6398	7416 6714	7782 7045	8163 390
Water Conservation Supervisor	610045e	12	5955 5809	6247 6094	6553 6393	6877 6709	7213 037
Water System Supervisor	610055e	12	6739 6104	7067 6398	7416 6714	7782 7045	8163 390

e Exempt class, see Section 4.

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EXHIBIT 13-2
Unit 13 – Non-Exempt Professional (CFPEA), [effective July 23, 2018](#)

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Legal Secretary I	115015	12	3179 3101	3332 3250	3492 3406	3660 3570	3838 3744
Legal Secretary II	115016	12	3584 3427	3758 3594	3938 3765	4129 3949	4329 4140
Paralegal	160001	12	4706 4500	4935 4720	5175 4949	5429 5192	5696 5447
Senior Human Resources Technician	150014	12	3479 3326	3645 3485	3819 3652	4005 3830	4200 4016
Senior Paralegal	160002	12	5167 4944	5425 5188	5696 5447	5981 5720	6281 6006
Supervising Crime Scene Technician	410013	12	4883 4482	5121 4701	5370 4930	5634 5172	5908 5424

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