

EXHIBIT 3
Unit 3 – Non-Supervisory White Collar (FCEA), effective June 30, 2017

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	F
Account Clerk I	130001 ³	6 ³	2559	2675	2796	2926	3064	-
Account Clerk II	130002 ³	12 ³	2796	2926	3064	3202	3351	-
Accountant-Auditor I	130011 ⁴	12 ⁴	3762	3934	4117	4317	4520	-
Accountant-Auditor II	130012 ⁴	12 ⁴	4357	4558	4780	5007	5244	-
Accounting Technician	130010	12	3351	3509	3674	3843	4026	-
Administrative Clerk I	110001 ³	6 ³	2374	2484	2595	2715	2839	-
Administrative Clerk II	110002 ³	12 ³	2595	2715	2839	2970	3109	-
Airports Operations Officer	310006	12	3743	3924	4117	4318	4526	-
Airports Property Specialist I	175001 ⁴	12 ⁴	4434	4647	4869	5098	5345	-
Airports Property Specialist II	175002 ⁴	12 ⁴	5138	5384	5643	5911	6198	-
Associate Electrical Safety Consultant I	230022	12	4955	5190	5440	5696	5971	-
Associate Electrical Safety Consultant II	230023	12	5190	5440	5696	5971	6260	-
Associate Environmental & Safety Consultant I	230003	12	4955	5190	5440	5696	5971	-
Associate Environmental & Safety Consultant II	230004	12	5190	5440	5696	5971	6260	-
Associate Plumbing & Mechanical Consultant I	230012	12	4955	5190	5440	5696	5971	-
Associate Plumbing & Mechanical Consultant II	230013	12	5190	5440	5696	5971	6260	-
Billing System Specialist	125075	12	3341	3498	3663	3829	4008	-
Budget Technician	135005	12	3403	3561	3729	3904	4089	-
Building Inspector I	230007 ⁴	12 ⁴	4729	4955	5190	5440	5696	-
Building Inspector II	230008 ⁴	12 ⁴	4955	5190	5440	5696	5971	-
Building Inspector III	230009	12	5190	5440	5696	5971	6260	-

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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 Specialist	410008	12	4751	4975	5214	5463	5727	-
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	-
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	-
Development Services Coordinator	230057	12	4608	4861	5097	5341	5597	-
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	-

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- 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
Engineer I	210015 ⁴	12 ⁴	4501	4712	4934	5172	5410	-
Engineer II	210016 ⁴	12 ⁴	5208	5447	5709	5978	6279	-
Engineering Aide I	210001 ³	6 ³	2962	3093	3236	3386	3547	-
Engineering Aide II	210002 ³	12 ³	3402	3561	3722	3896	4085	-
Engineering Inspector I	230075 ⁴	12 ⁴	4390	4613	4821	5048	5293	-
Engineering Inspector II	230076 ⁴	12 ⁴	4798	5024	5266	5518	5782	-
Engineering Technician I	210005 ⁴	12 ⁴	3480	3642	3818	3989	4176	-
Engineering Technician II	210006 ⁴	12 ⁴	3896	4085	4275	4474	4688	-
Environmental Control Officer	620001	12	4332	4539	4749	4975	5210	-
Facilities Construction Specialist	230085	12	4542	4754	4981	5217	5468	-
Fire Prevention Inspector I	420001 ⁴	12 ⁴	4014	4202	4394	4608	4829	-
Fire Prevention Inspector II	420002 ⁴	12 ⁴	4627	4838	5071	5319	5570	-
Fleet Operations Specialist	710105	12	4206	4402	4614	4832	5064	-
Geographic Information System (GIS) Specialist	125025	12	5326	5581	5851	6130	6428	-
Graphics Technician	120013	12	3654	3831	4018	4212	4418	-
Helicopter Pilot	410033	12	5566	5838	6125	6425	6741	-
Housing Rehabilitation Specialist	230056	12	4510	4729	4962	5205	5459	-
Industrial/Commercial Water Conservation Representative	610015	12	4332	4539	4749	4975	5210	-
Inorganic Chemist	620020	12	4393	4604	4823	5053	5294	-
Laboratory Assistant	620010	12	3045	3190	3337	3493	3656	-
Laboratory Technician I	620011 ⁴	12 ⁴	3656	3828	4008	4196	4393	-
Laboratory Technician II	620012 ⁴	12 ⁴	4008	4196	4393	4604	4823	-
Landscape Water Conservation Specialist	610005	12	4233	4434	4646	4867	5097	-

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CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	F
Law Office Assistant	115021	12	3611	3786	3971	4164	4366	-
Network Systems Specialist	125030	12	5326	5581	5851	6130	6428	-
PAR Program Specialist	410023	12	3210	3360	3516	3682	3856	-
Paratransit Specialist	320005	12	3341	3498	3663	3829	4008	-
Parking Controller I	710120 ⁴	12 ⁴	2512	2614	2723	2831	2952	-
Parking Controller II	710121 ⁴	12 ⁴	2730	2845	2962	3082	3224	-
Parking Controller III	710122	12	2962	3082	3224	3354	3499	-
Phlebotomist	410007	12	3045	3190	3337	3493	3656	-
Planner I	220005 ³	6 ³	3939	4118	4315	4521	4738	-
Planner II	220006 ³	12 ³	4608	4861	5097	5341	5597	-
Plans and Permit Technician	220002	12	4014	4202	4394	4608	4829	-
Plans Examiner	210041	12	4627	4838	5071	5319	5570	-
Police Data Transcriptionist	115035	12	3109	3252	3403	3561	3729	-
Principal Account Clerk	130004	12	3351	3509	3674	3843	4026	-
Procurement Specialist	140002	12	4290	4494	4707	4930	5167	-
Program Compliance Officer	640026	12	3668	3848	4036	4233	4440	-
Programmer/Analyst I	125020 ⁴	12 ⁴	4043	4232	4433	4645	4866	-
Programmer/Analyst II	125021 ⁴	12 ⁴	4751	4975	5214	5463	5727	-
Programmer/Analyst III	125022	12	5326	5581	5851	6130	6428	-
Programmer/Analyst IV	125023	12	5708	5986	6276	6575	6892	-
Property & Evidence Technician	145010	12	3526	3691	3865	4048	4238	-
Radio Dispatcher	120015	12	2970	3104	3234	3376	3515	-
Rangemaster/Armorer	410035	12	4349	4556	4771	5001	5239	-
Real Estate Finance Specialist I	170001 ⁴	12 ⁴	3594	3762	3934	4121	4317	-
Real Estate Finance Specialist II	170002 ⁴	12 ⁴	4092	4286	4490	4702	4925	-

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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 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	-

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CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	F
Senior Storeskeeper	145002	12	3526	3691	3865	4048	4238	-
Senior Utility Service Representative	230092	12	3575	3743	3920	4103	4300	-
Senior Water Systems Telemetry & Distributed Control Specialist	610022	12	5708	5986	6228	6575	6892	-
Staff Assistant	150001	12	3341	3498	3663	3829	4008	-
Storeskeeper	145001	12	3219	3370	3526	3691	3865	-
Survey Party Technician	210030	12	3896	4085	4275	4474	4688	-
Tax/Permit Inspector	135001	12	4012	4201	4393	4608	4828	-
Traffic Signal Operations Specialist	710150	12	5326	5581	5851	6130	6428	-
Transit Scheduler	320049	12	5326	5581	5851	6130	6428	-
Tree Program Specialist	510015	12	4233	4434	4646	4867	5097	-
Utility Service Representative I	230090 ⁴	12 ⁴	2982	3119	3262	3416	3575	-
Utility Service Representative II	230091 ⁴	12 ⁴	3262	3416	3575	3743	3920	-
Wastewater Reclamation Coordinator	620035	12	4434	4647	4869	5098	5345	-
Water Conservation Representative	610001	12	3209	3360	3516	3681	3855	-
Water Systems Telemetry & Distributed Control Specialist	610021	12	4751	4975	5214	5463	5727	-

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