

EXHIBIT 3
Unit 3 – Non-Supervisory White Collar (FCEA), effective December 6, 2021

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Account Clerk I	130001 ³	6 ³	<u>2840</u> <u>2757</u>	<u>2969</u> <u>2882</u>	<u>3103</u> <u>3012</u>	<u>3247</u> <u>3152</u>	<u>3401</u> <u>3304</u>
Account Clerk II	130002 ³	12 ³	<u>3103</u> <u>3012</u>	<u>3247</u> <u>3152</u>	<u>3401</u> <u>3301</u>	<u>3555</u> <u>3451</u>	<u>3719</u> <u>3610</u>
Accountant-Auditor I	130011 ⁴	12 ⁴	<u>4238</u> <u>4114</u>	<u>4432</u> <u>4302</u>	<u>4638</u> <u>4502</u>	<u>4863</u> <u>4721</u>	<u>5091</u> <u>4942</u>
Accountant-Auditor II	130012 ⁴	12 ⁴	<u>4907</u> <u>4764</u>	<u>5134</u> <u>4984</u>	<u>5384</u> <u>5227</u>	<u>5640</u> <u>5475</u>	<u>5907</u> <u>5734</u>
Accounting Technician	130010	12	<u>3719</u> <u>3610</u>	<u>3894</u> <u>3780</u>	<u>4077</u> <u>3958</u>	<u>4265</u> <u>4140</u>	<u>4468</u> <u>4337</u>
Administrative Clerk I	110001 ³	6 ³	<u>2635</u> <u>2558</u>	<u>2758</u> <u>2677</u>	<u>2880</u> <u>2796</u>	<u>3013</u> <u>2925</u>	<u>3150</u> <u>3058</u>
Administrative Clerk II	110002 ³	12 ³	<u>2924</u> <u>2838</u>	<u>3059</u> <u>2969</u>	<u>3198</u> <u>3104</u>	<u>3347</u> <u>3249</u>	<u>3501</u> <u>3399</u>
Airports Operations Officer I	310006 ⁴	12 ⁴	<u>4598</u> <u>4464</u>	<u>4824</u> <u>4683</u>	<u>5056</u> <u>4908</u>	<u>5309</u> <u>5154</u>	<u>5574</u> <u>5411</u>
Airports Operations Officer II	310009 ⁴	12 ⁴	<u>5056</u> <u>4908</u>	<u>5309</u> <u>5154</u>	<u>5574</u> <u>5411</u>	<u>5854</u> <u>5683</u>	<u>6147</u> <u>5967</u>
Airports Property Specialist I	175001 ⁴	12 ⁴	<u>4920</u> <u>4776</u>	<u>5158</u> <u>5007</u>	<u>5402</u> <u>5244</u>	<u>5656</u> <u>5491</u>	<u>5930</u> <u>5757</u>
Airports Property Specialist II	175002 ⁴	12 ⁴	<u>5701</u> <u>5534</u>	<u>5973</u> <u>5799</u>	<u>6262</u> <u>6079</u>	<u>6559</u> <u>6367</u>	<u>6876</u> <u>6675</u>
Associate Electrical Safety Consultant I	230022	12	<u>5690</u> <u>5524</u>	<u>5961</u> <u>5787</u>	<u>6247</u> <u>6065</u>	<u>6542</u> <u>6351</u>	<u>6858</u> <u>6658</u>
Associate Electrical Safety Consultant II	230023	12	<u>5961</u> <u>5787</u>	<u>6247</u> <u>6065</u>	<u>6542</u> <u>6351</u>	<u>6858</u> <u>6658</u>	<u>7190</u> <u>6980</u>
Associate Environmental & Safety Consultant I	230003	12	<u>5690</u> <u>5524</u>	<u>5961</u> <u>5787</u>	<u>6247</u> <u>6065</u>	<u>6542</u> <u>6351</u>	<u>6858</u> <u>6658</u>
Associate Environmental & Safety Consultant II	230004	12	<u>5961</u> <u>5787</u>	<u>6247</u> <u>6065</u>	<u>6542</u> <u>6351</u>	<u>6858</u> <u>6658</u>	<u>7190</u> <u>6980</u>
Associate Plumbing & Mechanical Consultant I	230012	12	<u>5690</u> <u>5524</u>	<u>5961</u> <u>5787</u>	<u>6247</u> <u>6065</u>	<u>6542</u> <u>6351</u>	<u>6858</u> <u>6658</u>
Associate Plumbing & Mechanical Consultant II	230013	12	<u>5961</u> <u>5787</u>	<u>6247</u> <u>6065</u>	<u>6542</u> <u>6351</u>	<u>6858</u> <u>6658</u>	<u>7190</u> <u>6980</u>
Billing System Specialist	125075	12	<u>4174</u> <u>4052</u>	<u>4370</u> <u>4242</u>	<u>4577</u> <u>4443</u>	<u>4784</u> <u>4644</u>	<u>5007</u> <u>4864</u>
Budget Technician	135005	12	<u>3778</u> <u>3667</u>	<u>3953</u> <u>3837</u>	<u>4138</u> <u>4017</u>	<u>4333</u> <u>4206</u>	<u>4538</u> <u>4405</u>
Building Inspector I	230007 ⁴	12 ⁴	<u>5248</u> <u>5095</u>	<u>5498</u> <u>5337</u>	<u>5758</u> <u>5590</u>	<u>6035</u> <u>5859</u>	<u>6320</u> <u>6135</u>
Building Inspector II	230008 ⁴	12 ⁴	<u>5690</u> <u>5524</u>	<u>5961</u> <u>5787</u>	<u>6247</u> <u>6065</u>	<u>6542</u> <u>6351</u>	<u>6858</u> <u>6658</u>

Building Inspector III	230009	12	<u>5961</u> <u>5787</u>	<u>6247</u> <u>6065</u>	<u>6542</u> <u>6351</u>	<u>6858</u> <u>6658</u>	<u>7190</u> <u>6980</u>
------------------------	--------	----	----------------------------	----------------------------	----------------------------	----------------------------	----------------------------

- 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. In those cases, in which an employee is hired at the journey level, twelve months of satisfactory service is required.

12/9/2021 Sixth Amendment
Supersedes Original

EXHIBIT 3
Unit 3 – Non-Supervisory White Collar (FCEA), effective December 6, 2021

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Call Center Representative I	115070 ³	6 ³	<u>3103</u> <u>3012</u>	<u>3247</u> <u>3152</u>	<u>3407</u> <u>3307</u>	<u>3555</u> <u>3454</u>	<u>3719</u> <u>3610</u>
Call Center Representative II	115071 ³	12 ³	<u>3401</u> <u>3301</u>	<u>3555</u> <u>3451</u>	<u>3719</u> <u>3610</u>	<u>3894</u> <u>3780</u>	<u>4077</u> <u>3958</u>
Central Printing Clerk	120005	12	<u>2924</u> <u>2838</u>	<u>3059</u> <u>2969</u>	<u>3198</u> <u>3104</u>	<u>3347</u> <u>3249</u>	<u>3501</u> <u>3399</u>
Chemist	620020	12	<u>5000</u> <u>4854</u>	<u>5242</u> <u>5089</u>	<u>5489</u> <u>5329</u>	<u>5752</u> <u>5584</u>	<u>6026</u> <u>5850</u>
City Records Specialist	115025	12	<u>3778</u> <u>3667</u>	<u>3953</u> <u>3837</u>	<u>4138</u> <u>4017</u>	<u>4333</u> <u>4206</u>	<u>4538</u> <u>4405</u>
Commercial Building Inspector	230015	12	<u>5690</u> <u>5524</u>	<u>5961</u> <u>5787</u>	<u>6247</u> <u>6065</u>	<u>6542</u> <u>6354</u>	<u>6858</u> <u>6658</u>
Community Recreation Assistant	520010	12	<u>3183</u> <u>3090</u>	<u>3325</u> <u>3228</u>	<u>3463</u> <u>3362</u>	<u>3603</u> <u>3498</u>	<u>3762</u> <u>3652</u>
Community Revitalization Specialist	230053	12	<u>5122</u> <u>4972</u>	<u>5368</u> <u>5211</u>	<u>5626</u> <u>5462</u>	<u>5933</u> <u>5760</u>	<u>6180</u> <u>6000</u>
Community Revitalization Technician	230059	12	<u>3563</u> <u>3459</u>	<u>3729</u> <u>3620</u>	<u>3902</u> <u>3788</u>	<u>4087</u> <u>3967</u>	<u>4279</u> <u>4154</u>
Community Services Officer I	410025 ⁴	12 ⁴	<u>3307</u> <u>3210</u>	<u>3457</u> <u>3356</u>	<u>3617</u> <u>3511</u>	<u>3785</u> <u>3674</u>	<u>3961</u> <u>3845</u>
Community Services Officer II	410026 ⁴	12 ⁴	<u>3617</u> <u>3511</u>	<u>3785</u> <u>3674</u>	<u>3961</u> <u>3845</u>	<u>4148</u> <u>4027</u>	<u>4344</u> <u>4217</u>
Computer Systems Specialist I	125010 ⁴	12 ⁴	<u>4487</u> <u>4356</u>	<u>4696</u> <u>4559</u>	<u>4919</u> <u>4775</u>	<u>5156</u> <u>5005</u>	<u>5399</u> <u>5241</u>
Computer Systems Specialist II	125011 ⁴	12 ⁴	<u>5676</u> <u>5510</u>	<u>5944</u> <u>5770</u>	<u>6228</u> <u>6046</u>	<u>6526</u> <u>6335</u>	<u>6842</u> <u>6642</u>
Computer Systems Specialist III	125012	12	<u>6265</u> <u>6082</u>	<u>6565</u> <u>6373</u>	<u>6881</u> <u>6680</u>	<u>7210</u> <u>7000</u>	<u>7560</u> <u>7339</u>
Construction Compliance Specialist	150055	12	<u>4391</u> <u>4263</u>	<u>4592</u> <u>4458</u>	<u>4811</u> <u>4670</u>	<u>5040</u> <u>4893</u>	<u>5275</u> <u>5121</u>
Crime Scene Technician I	410010 ⁴	12 ⁴	<u>4203</u> <u>4080</u>	<u>4400</u> <u>4271</u>	<u>4607</u> <u>4472</u>	<u>4826</u> <u>4685</u>	<u>5055</u> <u>4907</u>
Crime Scene Technician II	410011 ⁴	12 ⁴	<u>4607</u> <u>4472</u>	<u>4826</u> <u>4685</u>	<u>5055</u> <u>4907</u>	<u>5295</u> <u>5140</u>	<u>5550</u> <u>5388</u>
Crime Specialist	410008	12	<u>5271</u> <u>5117</u>	<u>5520</u> <u>5359</u>	<u>5785</u> <u>5616</u>	<u>6061</u> <u>5884</u>	<u>6355</u> <u>6169</u>
Customer Services Clerk I	115060 ³	6 ³	<u>3106</u> <u>3015</u>	<u>3246</u> <u>3151</u>	<u>3394</u> <u>3295</u>	<u>3553</u> <u>3449</u>	<u>3719</u> <u>3610</u>
Customer Services Clerk II	115061 ³	12 ³	<u>3402</u> <u>3302</u>	<u>3561</u> <u>3457</u>	<u>3729</u> <u>3620</u>	<u>3897</u> <u>3783</u>	<u>4077</u> <u>3958</u>
Cybersecurity Analyst	125090	12	<u>6265</u> <u>6082</u>	<u>6565</u> <u>6373</u>	<u>6881</u> <u>6680</u>	<u>7210</u> <u>7000</u>	<u>7560</u> <u>7339</u>
Deputy City Clerk	115028 ⁴	12 ⁴	<u>3347</u> <u>3249</u>	<u>3501</u> <u>3399</u>	<u>3664</u> <u>3557</u>	<u>3834</u> <u>3722</u>	<u>4011</u> <u>3894</u>
Development Services Coordinator	230057	12	<u>5190</u> <u>5038</u>	<u>5475</u> <u>5315</u>	<u>5741</u> <u>5573</u>	<u>6016</u> <u>5840</u>	<u>6304</u> <u>6120</u>

Digital Forensics Analyst	410050	12	6921 6719	7268 7056	7631 7408	8012 7778	8413 8167
Emergency Services Dispatcher I	410001 ⁵	12 ⁵	3938 3823	4097 3977	4268 4143	4463 4333	4651 4515
Emergency Services Dispatcher II	410002 ⁵	12 ⁵	4330 4203	4535 4402	4751 4612	4974 4829	5203 5051
Emergency Services Dispatcher III	410003	12	4839 4698	5061 4913	5307 5152	5552 5390	5815 5645

- 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. In those cases, in which an employee is hired at the journey level, twelve months of satisfactory service is required.
- ⁵ 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.

12/9/2021 Sixth Amendment
Supersedes Original

EXHIBIT 3
Unit 3 – Non-Supervisory White Collar (FCEA), effective December 6, 2021

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Engineer I	210015 ⁴	12 ⁴	<u>5919</u> <u>5746</u>	<u>6196</u> <u>6015</u>	<u>6487</u> <u>6298</u>	<u>6802</u> <u>6603</u>	<u>7115</u> <u>6907</u>
Engineer II	210016 ⁴	12 ⁴	<u>6492</u> <u>6302</u>	<u>6789</u> <u>6594</u>	<u>7116</u> <u>6908</u>	<u>7452</u> <u>7234</u>	<u>7825</u> <u>7597</u>
Engineering Aide I	210001 ³	6 ³	<u>3287</u> <u>3194</u>	<u>3433</u> <u>3333</u>	<u>3590</u> <u>3485</u>	<u>3757</u> <u>3647</u>	<u>3936</u> <u>3824</u>
Engineering Aide II	210002 ³	12 ³	<u>3839</u> <u>3727</u>	<u>4020</u> <u>3902</u>	<u>4202</u> <u>4079</u>	<u>4398</u> <u>4269</u>	<u>4611</u> <u>4476</u>
Engineering Inspector I	230075 ⁴	12 ⁴	<u>5057</u> <u>4909</u>	<u>5314</u> <u>5159</u>	<u>5554</u> <u>5392</u>	<u>5816</u> <u>5646</u>	<u>6098</u> <u>5920</u>
Engineering Inspector II	230076 ⁴	12 ⁴	<u>5532</u> <u>5370</u>	<u>5793</u> <u>5624</u>	<u>6072</u> <u>5895</u>	<u>6362</u> <u>6176</u>	<u>6667</u> <u>6472</u>
Engineering Technician I	210005 ⁴	12 ⁴	<u>3862</u> <u>3749</u>	<u>4042</u> <u>3924</u>	<u>4237</u> <u>4113</u>	<u>4426</u> <u>4297</u>	<u>4634</u> <u>4499</u>
Engineering Technician II	210006 ⁴	12 ⁴	<u>4518</u> <u>4386</u>	<u>4738</u> <u>4600</u>	<u>4957</u> <u>4812</u>	<u>5187</u> <u>5035</u>	<u>5436</u> <u>5277</u>
Environmental Control Officer	620001	12	<u>4932</u> <u>4788</u>	<u>5168</u> <u>5017</u>	<u>5406</u> <u>5248</u>	<u>5664</u> <u>5499</u>	<u>5931</u> <u>5758</u>
Facilities Construction Specialist	230085	12	<u>5040</u> <u>4893</u>	<u>5274</u> <u>5120</u>	<u>5526</u> <u>5365</u>	<u>5789</u> <u>5620</u>	<u>6067</u> <u>5890</u>
Fire Prevention Inspector I	420001 ⁵	12 ⁵	<u>4454</u> <u>4324</u>	<u>4663</u> <u>4527</u>	<u>4875</u> <u>4733</u>	<u>5114</u> <u>4965</u>	<u>5358</u> <u>5204</u>
Fire Prevention Inspector II	420002 ⁵	12 ⁵	<u>5134</u> <u>4984</u>	<u>5368</u> <u>5214</u>	<u>5626</u> <u>5462</u>	<u>5901</u> <u>5729</u>	<u>6180</u> <u>6000</u>
Fleet Operations Specialist	710105	12	<u>4710</u> <u>4572</u>	<u>4929</u> <u>4785</u>	<u>5167</u> <u>5016</u>	<u>5410</u> <u>5252</u>	<u>5670</u> <u>5504</u>
Geographic Information System (GIS) Specialist	125025	12	<u>6265</u> <u>6082</u>	<u>6565</u> <u>6373</u>	<u>6881</u> <u>6680</u>	<u>7210</u> <u>7000</u>	<u>7560</u> <u>7339</u>
Geographic Information System (GIS) Technician I	125026 ⁴	12 ⁴	<u>4487</u> <u>4356</u>	<u>4696</u> <u>4559</u>	<u>4919</u> <u>4775</u>	<u>5156</u> <u>5005</u>	<u>5399</u> <u>5244</u>
Geographic Information System (GIS) Technician II	125027 ⁴	12 ⁴	<u>5676</u> <u>5510</u>	<u>5944</u> <u>5770</u>	<u>6228</u> <u>6046</u>	<u>6526</u> <u>6335</u>	<u>6842</u> <u>6642</u>
Graphics Technician	120013	12	<u>4055</u> <u>3936</u>	<u>4251</u> <u>4127</u>	<u>4458</u> <u>4328</u>	<u>4674</u> <u>4537</u>	<u>4903</u> <u>4760</u>
Helicopter Pilot	410033	12	<u>6176</u> <u>5996</u>	<u>6477</u> <u>6288</u>	<u>6795</u> <u>6597</u>	<u>7128</u> <u>6920</u>	<u>7479</u> <u>7264</u>
Housing Rehabilitation Specialist	230056	12	<u>5105</u> <u>4956</u>	<u>5354</u> <u>5198</u>	<u>5619</u> <u>5455</u>	<u>5894</u> <u>5722</u>	<u>6180</u> <u>6000</u>
Industrial/Commercial Water Conservation Representative	610015	12	<u>4940</u> <u>4796</u>	<u>5176</u> <u>5025</u>	<u>5416</u> <u>5258</u>	<u>5674</u> <u>5508</u>	<u>5942</u> <u>5768</u>
Interpreter/Translator	150232	12	<u>5281</u> <u>5127</u>	<u>5571</u> <u>5408</u>	<u>5842</u> <u>5674</u>	<u>6121</u> <u>5942</u>	<u>6414</u> <u>6227</u>
Laboratory Assistant	620010	12	<u>3448</u> <u>3347</u>	<u>3612</u> <u>3506</u>	<u>3779</u> <u>3668</u>	<u>3955</u> <u>3839</u>	<u>4138</u> <u>4017</u>
Laboratory Technician I	620011 ⁴	12 ⁴	<u>4145</u> <u>4024</u>	<u>4339</u> <u>4212</u>	<u>4543</u> <u>4410</u>	<u>4756</u> <u>4617</u>	<u>4978</u> <u>4833</u>

Laboratory Technician II	620012 ⁴	12 ⁴	4553 4420	4765 4626	4990 4844	5229 5076	5477 5317
Landscape Water Conservation Specialist	610005	12	4926 4782	5161 5010	5406 5248	5663 5498	5931 5758

- 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. In those cases, in which an employee is hired at the journey level, twelve months of satisfactory service is required.
- ⁵ 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.

12/9/2021 Sixth Amendment
Supersedes Original

EXHIBIT 3
Unit 3 – Non-Supervisory White Collar (FCEA), effective December 6, 2021

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Law Office Assistant	115021	12	4007 3890	4202 4079	4407 4278	4621 4486	4845 4703
Network Systems Specialist	125030	12	6265 6082	6565 6373	6881 6680	7210 7000	7560 7339
PAR Program Specialist	410023	12	3563 3459	3729 3620	3902 3788	4087 3967	4279 4154
Paratransit Specialist	320005	12	3795 3684	3974 3858	4162 4040	4349 4222	4553 4420
Parking Enforcement Officer I	710120 ⁴	12 ⁴	2830 2747	2946 2860	3068 2978	3189 3096	3325 3228
Parking Enforcement Officer II	710121 ⁴	12 ⁴	3076 2986	3206 3112	3339 3241	3474 3372	3631 3525
Parking Enforcement Officer III	710122	12	3339 3241	3474 3372	3631 3525	3779 3668	3942 3827
Phlebotomist	410007	12	3448 3347	3612 3506	3779 3668	3955 3839	4138 4017
Planner I	220005 ³	6 ³	4687 4550	4899 4756	5133 4983	5380 5223	5638 5473
Planner II	220006 ³	12 ³	5281 5127	5571 5408	5842 5671	6121 5942	6414 6227
Plans and Permit Technician	220002	12	5018 4871	5253 5100	5492 5332	5761 5593	6035 5859
Plans Examiner	210041	12	5506 5345	5755 5587	6032 5856	6327 6142	6625 6432
Police Data Transcriptionist	115035	12	3910 3796	4090 3970	4280 4155	4479 4348	4690 4553
Police Support Services Clerk	115043	12	3257 3162	3406 3306	3563 3459	3729 3620	3902 3788
Police Support Services Technician	115044	12	3563 3459	3729 3620	3902 3788	4087 3967	4279 4154
Principal Account Clerk	130004	12	3719 3610	3894 3780	4077 3958	4265 4140	4468 4337
Procurement Specialist	140002	12	4760 4621	4988 4842	5223 5070	5471 5311	5733 5566
Program Compliance Officer	640026	12	4070 3951	4271 4146	4479 4348	4697 4560	4926 4782
Programmer/Analyst I	125020 ⁴	12 ⁴	4487 4356	4696 4559	4919 4775	5156 5005	5399 5241
Programmer/Analyst II	125021 ⁴	12 ⁴	5676 5510	5944 5770	6228 6046	6526 6335	6842 6642
Programmer/Analyst III	125022	12	6265 6082	6565 6373	6881 6680	7210 7000	7560 7339
Programmer/Analyst IV	125023	12	6847 6647	7180 6970	7528 7308	7886 7656	8266 8025
Property & Evidence Technician	145010	12	3973 3857	4159 4037	4354 4227	4560 4427	4775 4635

Radio Dispatcher	120015	12	3497 3395	3655 3548	3807 3696	3975 3859	4138 4017
Rangemaster/Armorer	410035	12	4826 4685	5055 4907	5295 5140	5550 5388	5813 5643

- 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. In those cases, in which an employee is hired at the journey level, twelve months of satisfactory service is required.

12/9/2021 Sixth Amendment
Supersedes Original

EXHIBIT 3
Unit 3 – Non-Supervisory White Collar (FCEA), effective December 6, 2021

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Real Estate Finance Specialist I	170001 ⁴	12 ⁴	<u>3989</u> <u>3872</u>	<u>4175</u> <u>4053</u>	<u>4366</u> <u>4238</u>	<u>4574</u> <u>4440</u>	<u>4790</u> <u>4650</u>
Real Estate Finance Specialist II	170002 ⁴	12 ⁴	<u>4610</u> <u>4475</u>	<u>4828</u> <u>4687</u>	<u>5058</u> <u>4910</u>	<u>5297</u> <u>5142</u>	<u>5548</u> <u>5386</u>
Recreation Specialist	520005	12	<u>3850</u> <u>3737</u>	<u>4027</u> <u>3909</u>	<u>4216</u> <u>4093</u>	<u>4415</u> <u>4286</u>	<u>4622</u> <u>4487</u>
Retirement Counselor I	135050 ⁴	12 ⁴	<u>3789</u> <u>3678</u>	<u>3967</u> <u>3851</u>	<u>4154</u> <u>4033</u>	<u>4348</u> <u>4221</u>	<u>4553</u> <u>4420</u>
Retirement Counselor II	135051 ⁴	12 ⁴	<u>4166</u> <u>4044</u>	<u>4360</u> <u>4233</u>	<u>4565</u> <u>4432</u>	<u>4781</u> <u>4641</u>	<u>5007</u> <u>4861</u>
Safety and Training Specialist	150050	12	<u>4448</u> <u>4318</u>	<u>4664</u> <u>4528</u>	<u>4894</u> <u>4751</u>	<u>5133</u> <u>4983</u>	<u>5384</u> <u>5227</u>
Secretary	110050	12	<u>3501</u> <u>3399</u>	<u>3664</u> <u>3557</u>	<u>3834</u> <u>3722</u>	<u>4011</u> <u>3894</u>	<u>4202</u> <u>4079</u>
Senior Account Clerk	130003	12	<u>3401</u> <u>3301</u>	<u>3555</u> <u>3451</u>	<u>3719</u> <u>3610</u>	<u>3894</u> <u>3780</u>	<u>4077</u> <u>3958</u>
Senior Administrative Clerk	110003	12	<u>3198</u> <u>3104</u>	<u>3347</u> <u>3249</u>	<u>3501</u> <u>3399</u>	<u>3664</u> <u>3557</u>	<u>3834</u> <u>3722</u>
Senior Call Center Representative	115072	12	<u>3916</u> <u>3801</u>	<u>4104</u> <u>3984</u>	<u>4302</u> <u>4176</u>	<u>4511</u> <u>4379</u>	<u>4730</u> <u>4592</u>
Senior Commercial Building Inspector	230016	12	<u>5961</u> <u>5787</u>	<u>6247</u> <u>6065</u>	<u>6542</u> <u>6351</u>	<u>6858</u> <u>6658</u>	<u>7190</u> <u>6980</u>
Senior Community Revitalization Specialist	230054	12	<u>5741</u> <u>5573</u>	<u>6011</u> <u>5835</u>	<u>6291</u> <u>6107</u>	<u>6596</u> <u>6403</u>	<u>6915</u> <u>6713</u>
Senior Community Services Officer	410027	12	<u>3879</u> <u>3766</u>	<u>4061</u> <u>3942</u>	<u>4251</u> <u>4127</u>	<u>4448</u> <u>4318</u>	<u>4660</u> <u>4524</u>
Senior Crime Scene Technician	410012	12	<u>4826</u> <u>4685</u>	<u>5055</u> <u>4907</u>	<u>5295</u> <u>5140</u>	<u>5550</u> <u>5388</u>	<u>5813</u> <u>5643</u>
Senior Customer Services Clerk	115062	12	<u>3888</u> <u>3774</u>	<u>4063</u> <u>3944</u>	<u>4251</u> <u>4127</u>	<u>4451</u> <u>4321</u>	<u>4660</u> <u>4524</u>
Senior Deputy City Clerk	115029 ⁴	12 ⁴	<u>3790</u> <u>3679</u>	<u>3965</u> <u>3849</u>	<u>4152</u> <u>4034</u>	<u>4346</u> <u>4219</u>	<u>4553</u> <u>4420</u>
Senior Engineering Technician	210007	12	<u>5097</u> <u>4948</u>	<u>5337</u> <u>5181</u>	<u>5588</u> <u>5425</u>	<u>5857</u> <u>5686</u>	<u>6127</u> <u>5948</u>
Senior Fire Prevention Inspector	420003	12	<u>5741</u> <u>5573</u>	<u>6011</u> <u>5835</u>	<u>6291</u> <u>6107</u>	<u>6596</u> <u>6403</u>	<u>6915</u> <u>6713</u>
Senior Laboratory Technician	620013	12	<u>5075</u> <u>4927</u>	<u>5318</u> <u>5163</u>	<u>5571</u> <u>5408</u>	<u>5836</u> <u>5666</u>	<u>6115</u> <u>5936</u>
Senior Network Systems Specialist	125031	12	<u>7018</u> <u>6813</u>	<u>7359</u> <u>7144</u>	<u>7715</u> <u>7490</u>	<u>8083</u> <u>7847</u>	<u>8473</u> <u>8226</u>
Senior Plans Examiner	210042	12	<u>6048</u> <u>5871</u>	<u>6331</u> <u>6146</u>	<u>6626</u> <u>6433</u>	<u>6947</u> <u>6744</u>	<u>7285</u> <u>7072</u>
Senior Procurement Specialist	140003	12	<u>5223</u> <u>5070</u>	<u>5471</u> <u>5311</u>	<u>5733</u> <u>5566</u>	<u>6007</u> <u>5832</u>	<u>6292</u> <u>6108</u>
Senior Property & Evidence Technician	145011	12	<u>4354</u> <u>4227</u>	<u>4560</u> <u>4427</u>	<u>4775</u> <u>4635</u>	<u>4998</u> <u>4852</u>	<u>5237</u> <u>5084</u>

Senior Cybersecurity Analyst	125091	12	7018 6813	7359 7144	7715 7490	8083 7847	8473 8226
Senior Records Clerk	110101	12	3347 3249	3501 3399	3664 3557	3834 3722	4011 3894
Senior Secretary	110051	12	3790 3679	3965 3849	4152 4031	4346 4219	4553 4420

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. In those cases, in which an employee is hired at the journey level, twelve months of satisfactory service is required.

12/9/2021 Sixth Amendment
Supersedes Original

EXHIBIT 3							
Unit 3 – Non-Supervisory White Collar (FCEA), <u>effective December 6, 2021</u>							
CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Senior Storeskeeper	145002	12	<u>3973</u> <u>3857</u>	<u>4159</u> <u>4037</u>	<u>4354</u> <u>4227</u>	<u>4560</u> <u>4427</u>	<u>4775</u> <u>4635</u>
Senior Utility Service Representative	230092	12	<u>4164</u> <u>4042</u>	<u>4359</u> <u>4232</u>	<u>4565</u> <u>4432</u>	<u>4779</u> <u>4639</u>	<u>5007</u> <u>4864</u>
Senior Water Systems Telemetry & Distributed Control Specialist	610022	12	<u>7018</u> <u>6813</u>	<u>7359</u> <u>7144</u>	<u>7715</u> <u>7490</u>	<u>8083</u> <u>7847</u>	<u>8473</u> <u>8226</u>
Staff Assistant	150001	12	<u>3764</u> <u>3654</u>	<u>3940</u> <u>3825</u>	<u>4127</u> <u>4006</u>	<u>4313</u> <u>4187</u>	<u>4515</u> <u>4383</u>
Storeskeeper	145001	12	<u>3762</u> <u>3652</u>	<u>3938</u> <u>3823</u>	<u>4120</u> <u>4000</u>	<u>4313</u> <u>4187</u>	<u>4516</u> <u>4384</u>
Survey Party Technician	210030	12	<u>4518</u> <u>4386</u>	<u>4738</u> <u>4600</u>	<u>4957</u> <u>4812</u>	<u>5187</u> <u>5035</u>	<u>5436</u> <u>5277</u>
Tax/Permit Inspector	135001	12	<u>4454</u> <u>4324</u>	<u>4664</u> <u>4528</u>	<u>4877</u> <u>4734</u>	<u>5117</u> <u>4967</u>	<u>5359</u> <u>5202</u>
Traffic Signal Operations Specialist	710150	12	<u>6383</u> <u>6197</u>	<u>6688</u> <u>6493</u>	<u>7011</u> <u>6806</u>	<u>7345</u> <u>7134</u>	<u>7703</u> <u>7478</u>
Transit Scheduler	320049	12	<u>6383</u> <u>6197</u>	<u>6688</u> <u>6493</u>	<u>7011</u> <u>6806</u>	<u>7345</u> <u>7134</u>	<u>7703</u> <u>7478</u>
Tree Program Specialist	510015	12	<u>4709</u> <u>4571</u>	<u>4931</u> <u>4787</u>	<u>5169</u> <u>5018</u>	<u>5414</u> <u>5256</u>	<u>5670</u> <u>5504</u>
Utility Service Representative I	230090 ⁴	12 ⁴	<u>3452</u> <u>3351</u>	<u>3611</u> <u>3505</u>	<u>3778</u> <u>3667</u>	<u>3955</u> <u>3839</u>	<u>4138</u> <u>4017</u>
Utility Service Representative II	230091 ⁴	12 ⁴	<u>3789</u> <u>3678</u>	<u>3967</u> <u>3851</u>	<u>4152</u> <u>4031</u>	<u>4347</u> <u>4220</u>	<u>4552</u> <u>4419</u>
Wastewater Reclamation Coordinator	620035	12	<u>4920</u> <u>4776</u>	<u>5158</u> <u>5007</u>	<u>5402</u> <u>5244</u>	<u>5656</u> <u>5494</u>	<u>5930</u> <u>5757</u>
Water Conservation Representative	610001	12	<u>3562</u> <u>3458</u>	<u>3729</u> <u>3620</u>	<u>3902</u> <u>3788</u>	<u>4085</u> <u>3966</u>	<u>4278</u> <u>4153</u>
Water Systems Telemetry & Distributed Control Specialist	610021	12	<u>5810</u> <u>5640</u>	<u>6085</u> <u>5907</u>	<u>6376</u> <u>6190</u>	<u>6681</u> <u>6486</u>	<u>7002</u> <u>6798</u>

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. In those cases, in which an employee is hired at the journey level, twelve months of satisfactory service is required.

12/9/2021 Sixth Amendment
Supersedes Original