

**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 <sup>3</sup>	6 <sup>3</sup>	2840	2969	3103	3247	3401
Account Clerk II	130002 <sup>3</sup>	12 <sup>3</sup>	3103	3247	3401	3555	3719
Accountant-Auditor I	130011 <sup>4</sup>	12 <sup>4</sup>	4238	4432	4638	4863	5091
Accountant-Auditor II	130012 <sup>4</sup>	12 <sup>4</sup>	4907	5134	5384	5640	5907
Accounting Technician	130010	12	3719	3894	4077	4265	4468
Administrative Clerk I	110001 <sup>3</sup>	6 <sup>3</sup>	2635	2758	2880	3013	3150
Administrative Clerk II	110002 <sup>3</sup>	12 <sup>3</sup>	2924	3059	3198	3347	3501
Airports Operations Officer I	310006 <sup>4</sup>	12 <sup>4</sup>	4598	4824	5056	5309	5574
Airports Operations Officer II	310009 <sup>4</sup>	12 <sup>4</sup>	5056	5309	5574	5854	6147
Airports Property Specialist I	175001 <sup>4</sup>	12 <sup>4</sup>	4920	5158	5402	5656	5930
Airports Property Specialist II	175002 <sup>4</sup>	12 <sup>4</sup>	5701	5973	6262	6559	6876
Associate Electrical Safety Consultant I	230022	12	5690	5961	6247	6542	6858
Associate Electrical Safety Consultant II	230023	12	5961	6247	6542	6858	7190
Associate Environmental & Safety Consultant I	230003	12	5690	5961	6247	6542	6858
Associate Environmental & Safety Consultant II	230004	12	5961	6247	6542	6858	7190
Associate Plumbing & Mechanical Consultant I	230012	12	5690	5961	6247	6542	6858
Associate Plumbing & Mechanical Consultant II	230013	12	5961	6247	6542	6858	7190
Billing System Specialist	125075	12	4174	4370	4577	4784	5007
Budget Technician	135005	12	3778	3953	4138	4333	4538
Building Inspector I	230007 <sup>4</sup>	12 <sup>4</sup>	5248	5498	5758	6035	6320
Building Inspector II	230008 <sup>4</sup>	12 <sup>4</sup>	5690	5961	6247	6542	6858
Building Inspector III	230009	12	5961	6247	6542	6858	7190

<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.

**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 <sup>3</sup>	6 <sup>3</sup>	3103	3247	3407	3555	3719
Call Center Representative II	115071 <sup>3</sup>	12 <sup>3</sup>	3401	3555	3719	3894	4077
Central Printing Clerk	120005	12	2924	3059	3198	3347	3501
Chemist	620020	12	5000	5242	5489	5752	6026
City Records Specialist	115025	12	3778	3953	4138	4333	4538
Commercial Building Inspector	230015	12	5690	5961	6247	6542	6858
Community Recreation Assistant	520010	12	3183	3325	3463	3603	3762
Community Revitalization Specialist	230053	12	5122	5368	5626	5933	6180
Community Revitalization Technician	230059	12	3563	3729	3902	4087	4279
Community Services Officer I	410025 <sup>4</sup>	12 <sup>4</sup>	3307	3457	3617	3785	3961
Community Services Officer II	410026 <sup>4</sup>	12 <sup>4</sup>	3617	3785	3961	4148	4344
Computer Systems Specialist I	125010 <sup>4</sup>	12 <sup>4</sup>	4487	4696	4919	5156	5399
Computer Systems Specialist II	125011 <sup>4</sup>	12 <sup>4</sup>	5676	5944	6228	6526	6842
Computer Systems Specialist III	125012	12	6265	6565	6881	7210	7560
Construction Compliance Specialist	150055	12	4391	4592	4811	5040	5275
Crime Scene Technician I	410010 <sup>4</sup>	12 <sup>4</sup>	4203	4400	4607	4826	5055
Crime Scene Technician II	410011 <sup>4</sup>	12 <sup>4</sup>	4607	4826	5055	5295	5550
Crime Specialist	410008	12	5271	5520	5785	6061	6355
Customer Services Clerk I	115060 <sup>3</sup>	6 <sup>3</sup>	3106	3246	3394	3553	3719
Customer Services Clerk II	115061 <sup>3</sup>	12 <sup>3</sup>	3402	3561	3729	3897	4077
Cybersecurity Analyst	125090	12	6265	6565	6881	7210	7560
Deputy City Clerk	115028 <sup>4</sup>	12 <sup>4</sup>	3347	3501	3664	3834	4011
Development Services Coordinator	230057	12	5190	5475	5741	6016	6304
Digital Forensics Analyst	410050	12	6921	7268	7631	8012	8413
Emergency Services Dispatcher I	410001 <sup>5</sup>	12 <sup>5</sup>	3938	4097	4268	4463	4651
Emergency Services Dispatcher II	410002 <sup>5</sup>	12 <sup>5</sup>	4330	4535	4751	4974	5203
Emergency Services Dispatcher III	410003	12	4839	5061	5307	5552	5815

<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.

**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 <sup>4</sup>	12 <sup>4</sup>	5919	6196	6487	6802	7115
Engineer II	210016 <sup>4</sup>	12 <sup>4</sup>	6492	6789	7116	7452	7825
Engineering Aide I	210001 <sup>3</sup>	6 <sup>3</sup>	3287	3433	3590	3757	3936
Engineering Aide II	210002 <sup>3</sup>	12 <sup>3</sup>	3839	4020	4202	4398	4611
Engineering Inspector I	230075 <sup>4</sup>	12 <sup>4</sup>	5057	5314	5554	5816	6098
Engineering Inspector II	230076 <sup>4</sup>	12 <sup>4</sup>	5532	5793	6072	6362	6667
Engineering Technician I	210005 <sup>4</sup>	12 <sup>4</sup>	3862	4042	4237	4426	4634
Engineering Technician II	210006 <sup>4</sup>	12 <sup>4</sup>	4518	4738	4957	5187	5436
Environmental Control Officer	620001	12	4932	5168	5406	5664	5931
Facilities Construction Specialist	230085	12	5040	5274	5526	5789	6067
Fire Prevention Inspector I	420001 <sup>5</sup>	12 <sup>5</sup>	4454	4663	4875	5114	5358
Fire Prevention Inspector II	420002 <sup>5</sup>	12 <sup>5</sup>	5134	5368	5626	5901	6180
Fleet Operations Specialist	710105	12	4710	4929	5167	5410	5670
Geographic Information System (GIS) Specialist	125025	12	6265	6565	6881	7210	7560
Geographic Information System (GIS) Technician I	125026 <sup>4</sup>	12 <sup>4</sup>	4487	4696	4919	5156	5399
Geographic Information System (GIS) Technician II	125027 <sup>4</sup>	12 <sup>4</sup>	5676	5944	6228	6526	6842
Graphics Technician	120013	12	4055	4251	4458	4674	4903
Helicopter Pilot	410033	12	6176	6477	6795	7128	7479
Housing Rehabilitation Specialist	230056	12	5105	5354	5619	5894	6180
Industrial/Commercial Water Conservation Representative	610015	12	4940	5176	5416	5674	5942
Interpreter/Translator	150232	12	5281	5571	5842	6121	6414
Laboratory Assistant	620010	12	3448	3612	3779	3955	4138
Laboratory Technician I	620011 <sup>4</sup>	12 <sup>4</sup>	4145	4339	4543	4756	4978
Laboratory Technician II	620012 <sup>4</sup>	12 <sup>4</sup>	4553	4765	4990	5229	5477
Landscape Water Conservation Specialist	610005	12	4926	5161	5406	5663	5931

<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.

**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	4202	4407	4621	4845
Network Systems Specialist	125030	12	6265	6565	6881	7210	7560
PAR Program Specialist	410023	12	3563	3729	3902	4087	4279
Paratransit Specialist	320005	12	3795	3974	4162	4349	4553
Parking Enforcement Officer I	710120 <sup>4</sup>	12 <sup>4</sup>	2830	2946	3068	3189	3325
Parking Enforcement Officer II	710121 <sup>4</sup>	12 <sup>4</sup>	3076	3206	3339	3474	3631
Parking Enforcement Officer III	710122	12	3339	3474	3631	3779	3942
Phlebotomist	410007	12	3448	3612	3779	3955	4138
Planner I	220005 <sup>3</sup>	6 <sup>3</sup>	4687	4899	5133	5380	5638
Planner II	220006 <sup>3</sup>	12 <sup>3</sup>	5281	5571	5842	6121	6414
Plans and Permit Technician	220002	12	5018	5253	5492	5761	6035
Plans Examiner	210041	12	5506	5755	6032	6327	6625
Police Data Transcriptionist	115035	12	3910	4090	4280	4479	4690
Police Support Services Clerk	115043	12	3257	3406	3563	3729	3902
Police Support Services Technician	115044	12	3563	3729	3902	4087	4279
Principal Account Clerk	130004	12	3719	3894	4077	4265	4468
Procurement Specialist	140002	12	4760	4988	5223	5471	5733
Program Compliance Officer	640026	12	4070	4271	4479	4697	4926
Programmer/Analyst I	125020 <sup>4</sup>	12 <sup>4</sup>	4487	4696	4919	5156	5399
Programmer/Analyst II	125021 <sup>4</sup>	12 <sup>4</sup>	5676	5944	6228	6526	6842
Programmer/Analyst III	125022	12	6265	6565	6881	7210	7560
Programmer/Analyst IV	125023	12	6847	7180	7528	7886	8266
Property & Evidence Technician	145010	12	3973	4159	4354	4560	4775
Radio Dispatcher	120015	12	3497	3655	3807	3975	4138
Rangemaster/Armorer	410035	12	4826	5055	5295	5550	5813

<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.

**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 <sup>4</sup>	12 <sup>4</sup>	3989	4175	4366	4574	4790
Real Estate Finance Specialist II	170002 <sup>4</sup>	12 <sup>4</sup>	4610	4828	5058	5297	5548
Recreation Specialist	520005	12	3850	4027	4216	4415	4622
Retirement Counselor I	135050 <sup>4</sup>	12 <sup>4</sup>	3789	3967	4154	4348	4553
Retirement Counselor II	135051 <sup>4</sup>	12 <sup>4</sup>	4166	4360	4565	4781	5007
Safety and Training Specialist	150050	12	4448	4664	4894	5133	5384
Secretary	110050	12	3501	3664	3834	4011	4202
Senior Account Clerk	130003	12	3401	3555	3719	3894	4077
Senior Administrative Clerk	110003	12	3198	3347	3501	3664	3834
Senior Call Center Representative	115072	12	3916	4104	4302	4511	4730
Senior Commercial Building Inspector	230016	12	5961	6247	6542	6858	7190
Senior Community Revitalization Specialist	230054	12	5741	6011	6291	6596	6915
Senior Community Services Officer	410027	12	3879	4061	4251	4448	4660
Senior Crime Scene Technician	410012	12	4826	5055	5295	5550	5813
Senior Customer Services Clerk	115062	12	3888	4063	4251	4451	4660
Senior Deputy City Clerk	115029 <sup>4</sup>	12 <sup>4</sup>	3790	3965	4152	4346	4553
Senior Engineering Technician	210007	12	5097	5337	5588	5857	6127
Senior Fire Prevention Inspector	420003	12	5741	6011	6291	6596	6915
Senior Laboratory Technician	620013	12	5075	5318	5571	5836	6115
Senior Network Systems Specialist	125031	12	7018	7359	7715	8083	8473
Senior Plans Examiner	210042	12	6048	6331	6626	6947	7285
Senior Procurement Specialist	140003	12	5223	5471	5733	6007	6292
Senior Property & Evidence Technician	145011	12	4354	4560	4775	4998	5237
Senior Cybersecurity Analyst	125091	12	7018	7359	7715	8083	8473
Senior Records Clerk	110101	12	3347	3501	3664	3834	4011
Senior Secretary	110051	12	3790	3965	4152	4346	4553

<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.

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
Senior Storeskeeper	145002	12	3973	4159	4354	4560	4775
Senior Utility Service Representative	230092	12	4164	4359	4565	4779	5007
Senior Water Systems Telemetry & Distributed Control Specialist	610022	12	7018	7359	7715	8083	8473
Staff Assistant	150001	12	3764	3940	4127	4313	4515
Storeskeeper	145001	12	3762	3938	4120	4313	4516
Survey Party Technician	210030	12	4518	4738	4957	5187	5436
Tax/Permit Inspector	135001	12	4454	4664	4877	5117	5359
Traffic Signal Operations Specialist	710150	12	6383	6688	7011	7345	7703
Transit Scheduler	320049	12	6383	6688	7011	7345	7703
Tree Program Specialist	510015	12	4709	4931	5169	5414	5670
Utility Service Representative I	230090 <sup>4</sup>	12 <sup>4</sup>	3452	3611	3778	3955	4138
Utility Service Representative II	230091 <sup>4</sup>	12 <sup>4</sup>	3789	3967	4152	4347	4552
Wastewater Reclamation Coordinator	620035	12	4920	5158	5402	5656	5930
Water Conservation Representative	610001	12	3562	3729	3902	4085	4278
Water Systems Telemetry & Distributed Control Specialist	610021	12	5810	6085	6376	6681	7002

<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.

12/9/2021 Sixth Amendment  
Supersedes Original