

EXHIBIT 3
Unit 3 – Non-Supervisory White Collar (FCEA), effective ~~June 25, 2018~~ November 12, 2018

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	F
Account Clerk I	130001 ³	6 ³	2623	2742	2866	3000	3141	-
Account Clerk II	130002 ³	12 ³	2866	3000	3141	3283	3435	-
Accountant-Auditor I	130011 ⁴	12 ⁴	3857	4033	4220	4425	4633	-
Accountant-Auditor II	130012 ⁴	12 ⁴	4466	4672	4900	5133	5376	-
Accounting Technician	130010	12	3435	3597	3766	3940	4127	-
Administrative Clerk I	110001 ³	6 ³	2434	2547	2660	2783	2910	-
Administrative Clerk II	110002 ³	12 ³	2660	2783	2910	3045	3187	-
Airports Operations Officer	310006	12	3863 3837	4050 4023	4248 4220	4456 4426	4671 4640	-
Airports Property Specialist I	175001 ⁴	12 ⁴	4545	4764	4991	5226	5479	-
Airports Property Specialist II	175002 ⁴	12 ⁴	5267	5519	5785	6059	6353	-
Associate Electrical Safety Consultant I	230022	12	5079	5320	5576	5839	6121	-
Associate Electrical Safety Consultant II	230023	12	5320	5576	5839	6121	6417	-
Associate Environmental & Safety Consultant I	230003	12	5079	5320	5576	5839	6121	-
Associate Environmental & Safety Consultant II	230004	12	5320	5576	5839	6121	6417	-
Associate Plumbing & Mechanical Consultant I	230012	12	5079	5320	5576	5839	6121	-
Associate Plumbing & Mechanical Consultant II	230013	12	5320	5576	5839	6121	6417	-
Billing System Specialist	125075	12	3856 3425	4037 3586	4228 3755	4419 3925	4626 4109	-
Budget Technician	135005	12	3489	3651	3823	4002	4192	-
Building Inspector I	230007 ⁴	12 ⁴	4848	5079	5320	5576	5839	-
Building Inspector II	230008 ⁴	12 ⁴	5079	5320	5576	5839	6121	-
Building Inspector III	230009	12	5320	5576	5839	6121	6417	-

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.

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EXHIBIT 3
Unit 3 – Non-Supervisory White Collar (FCEA), effective June 25, 2018

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	F
Call Center Representative I	115070 ³	6 ³	2866	3000	3147	3283	3435	-
Call Center Representative II	115071 ³	12 ³	3141	3283	3435	3597	3766	-
Central Printing Clerk	120005	12	2660	2783	2910	3045	3187	-
City Records Specialist	115025	12	3489	3651	3823	4002	4192	-
Commercial Building Inspector	230015	12	5079	5320	5576	5839	6121	-
Community Recreation Assistant	520010	12	2896	3026	3152	3278	3423	-
Community Revitalization Specialist	230053	12	4731	4959	5198	5481	5710	-
Community Revitalization Technician	230059	12	3291	3444	3604	3775	3953	-
Community Services Officer I	410025 ⁴	12 ⁴	3008	3146	3291	3444	3604	-
Community Services Officer II	410026 ⁴	12 ⁴	3291	3444	3604	3775	3953	-
Computer Systems Specialist I	125010 ⁴	12 ⁴	4145	4338	4544	4762	4988	-
Computer Systems Specialist II	125011 ⁴	12 ⁴	4870	5100	5345	5600	5871	-
Computer Systems Specialist III	125012	12	5460	5721	5998	6284	6589	-
Construction Compliance Specialist	150055	12	4057	4242	4444	4656	4874	-
Crime Scene Technician I	410010 ⁴	12 ⁴	3882	4064	4255	4458	4670	-
Crime Scene Technician II	410011 ⁴	12 ⁴	4255	4458	4670	4891	5127	-
Crime Specialist	410008	12	4870	5100	5345	5600	5871	-
Customer Services Clerk I	115060 ³	6 ³	2623	2742	2866	3000	3141	-
Customer Services Clerk II	115061 ³	12 ³	2866	3000	3141	3283	3435	-
Deputy City Clerk	115028*	12	3045	3187	3334	3489	3651	-
Development Services Coordinator	230057	12	4724	4983	5225	5475	5737	-
Digital Forensics Analyst	410050	12	6256	6569	6897	7241	7603	-
Emergency Services Dispatcher I	410001 ⁵	12 ⁵	3549	3692	3845	4022	4191	-
Emergency Services Dispatcher II	410002 ⁵	12 ⁵	3801	3981	4171	4368	4568	-
Emergency Services Dispatcher III	410003	12	4249	4444	4660	4875	5106	-

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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.

* New class effective July 23, 2018

EXHIBIT 3

Unit 3 – Non-Supervisory White Collar (FCEA), effective ~~September 3, 2018~~ November 12, 2018

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	F
Call Center Representative I	115070 ³	6 ³	2866	3000	3147	3283	3435	-
Call Center Representative II	115071 ³	12 ³	3141	3283	3435	3597	3766	-
Central Printing Clerk	120005	12	2660	2783	2910	3045	3187	-
City Records Specialist	115025	12	3489	3651	3823	4002	4192	-
Commercial Building Inspector	230015	12	5079	5320	5576	5839	6121	-
Community Recreation Assistant	520010	12	2896	3026	3152	3278	3423	-
Community Revitalization Specialist	230053	12	4731	4959	5198	5481	5710	-
Community Revitalization Technician	230059	12	3291	3444	3604	3775	3953	-
Community Services Officer I	410025 ⁴	12 ⁴	3008	3146	3291	3444	3604	-
Community Services Officer II	410026 ⁴	12 ⁴	3291	3444	3604	3775	3953	-
Computer Systems Specialist I	125010 ⁴	12 ⁴	4145	4338	4544	4762	4988	-
Computer Systems Specialist II	125011 ⁴	12 ⁴	4870	5100	5345	5600	5871	-
Computer Systems Specialist III	125012	12	5460	5721	5998	6284	6589	-
Construction Compliance Specialist	150055	12	4057	4242	4444	4656	4874	-
Crime Scene Technician I	410010 ⁴	12 ⁴	3882	4064	4255	4458	4670	-
Crime Scene Technician II	410011 ⁴	12 ⁴	4255	4458	4670	4891	5127	-
Crime Specialist	410008	12	4870	5100	5345	5600	5871	-
Customer Services Clerk I	115060 ³	6 ³	2869 2623	2999 2742	3135 2866	3281 3000	3435 3141	-
Customer Services Clerk II	115061 ³	12 ³	3142 2866	3289 3000	3444 3141	3600 3283	3766 3435	-
Deputy City Clerk	115028*	12	3045	3187	3334	3489	3651	-
Development Services Coordinator	230057	12	4724	4983	5225	5475	5737	-
Digital Forensics Analyst	410050	12	6256	6569	6897	7241	7603	-
Emergency Services Dispatcher I	410001 ⁵	12 ⁵	3638	3785	3942	4123	4296	-
Emergency Services Dispatcher II	410002 ⁵	12 ⁵	4000 3897	4189 4081	4389 4276	4596 4478	4806 4683	-
Emergency Services Dispatcher III	410003	12	4471 4356	4676 4556	4903 4777	5129 4997	5372 5234	-

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* New class effective July 23, 2018

SEE APPENDIX FOR FOOTNOTES

EXHIBIT 3								
Unit 3 – Non-Supervisory White Collar (FCEA), effective June 25, 2018 <u>November 12, 2018</u>								
CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	F
Engineer I	210015 ⁴	12 ⁴	4614	4830	5058	5302	5546	-
Engineer II	210016 ⁴	12 ⁴	5339	5584	5852	6128	6436	-
Engineering Aide I	210001 ³	6 ³	3037	3171	3317	3471	3636	-
Engineering Aide II	210002 ³	12 ³	3488	3651	3816	3994	4188	-
Engineering Inspector I	230075 ⁴	12 ⁴	4500	4729	4942	5175	5426	-
Engineering Inspector II	230076 ⁴	12 ⁴	4918	5150	5398	5656	5927	-
Engineering Technician I	210005 ⁴	12 ⁴	3567	3734	3914	4089	4281	-
Engineering Technician II	210006 ⁴	12 ⁴	3994	4188	4382	4586	4806	-
Environmental Control Officer	620001	12	4557 4441	4774 4653	4995 4868	5233 5100	5480 5341	-
Facilities Construction Specialist	230085	12	4656	4873	5106	5348	5605	-
Fire Prevention Inspector I	420001 ⁴	12 ⁴	4115	4308	4504	4724	4950	-
Fire Prevention Inspector II	420002 ⁴	12 ⁴	4743	4959	5198	5452	5710	-
Fleet Operations Specialist	710105	12	4351 4312	4554 4513	4773 4730	4998 4953	5238 5191	-
Geographic Information System (GIS) Specialist	125025	12	5460	5721	5998	6284	6589	-
Graphics Technician	120013	12	3746	3927	4119	4318	4529	-
Helicopter Pilot	410033	12	5706	5984	6279	6586	6910	-
Housing Rehabilitation Specialist	230056	12	4717 4623	4947 4848	5191 5087	5445 5336	5710 5596	-
Industrial/Commercial Water Conservation Representative	610015	12	4564 4441	4782 4653	5003 4868	5241 5100	5489 5341	-
Inorganic Chemist	620020	12	4619 4503	4842 4720	5072 4944	5314 5180	5567 5427	-
Laboratory Assistant	620010	12	3185 3122	3336 3270	3490 3421	3653 3581	3823 3748	-
Laboratory Technician I	620011 ⁴	12 ⁴	3829 3748	4008 3924	4197 4109	4394 4301	4600 4503	-
Laboratory Technician II	620012 ⁴	12 ⁴	4206 4109	4402 4301	4609 4503	4831 4720	5060 4944	-
Landscape Water Conservation Specialist	610005	12	4551 4339	4767 4545	4995 4763	5232 4989	5480 5225	-

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| ~~6/25/2018~~ 11/12/2018 ~~Fifth~~ Seventh Council Amendment
Supersedes Original

EXHIBIT 3								
Unit 3 – Non-Supervisory White Collar (FCEA), effective June 25, 2018 November 12, 2018								
CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	F
Law Office Assistant	115021	12	3702	3881	4071	4269	4476	-
Network Systems Specialist	125030	12	5460	5721	5998	6284	6589	-
PAR Program Specialist	410023	12	3291	3444	3604	3775	3953	-
Paratransit Specialist	320005	12	3506 3425	3671 3586	3844 3755	4018 3925	4206 4109	-
Parking Controller I	710120 ⁴	12 ⁴	2575	2680	2792	2902	3026	-
Parking Controller II	710121 ⁴	12 ⁴	2799	2917	3037	3160	3305	-
Parking Controller III	710122	12	3037	3160	3305	3438	3587	-
Phlebotomist	410007	12	3122	3270	3421	3581	3748	-
Planner I	220005 ³	6 ³	4038	4221	4423	4635	4857	-
Planner II	220006 ³	12 ³	4724	4983	5225	5475	5737	-
Plans and Permit Technician	220002	12	4362 4115	4567 4308	4775 4504	5008 4724	5247 4950	-
Plans Examiner	210041	12	4910 4743	5133 4959	5380 5198	5643 5452	5910 5710	-
Police Data Transcriptionist	115035	12	3612 3187	3778 3334	3954 3489	4137 3651	4332 3823	-
<u>Police Support Services Clerk</u>	<u>115043</u>	<u>12</u>	<u>3008</u>	<u>3146</u>	<u>3291</u>	<u>3444</u>	<u>3604</u>	-
<u>Police Support Services Technician</u>	<u>115044</u>	<u>12</u>	<u>3291</u>	<u>3444</u>	<u>3604</u>	<u>3775</u>	<u>3953</u>	-
Principal Account Clerk	130004	12	3435	3597	3766	3940	4127	-
Procurement Specialist	140002	12	4398	4607	4825	5054	5297	-
Program Compliance Officer	640026	12	3760	3945	4137	4339	4551	-
Programmer/Analyst I	125020 ⁴	12 ⁴	4145	4338	4544	4762	4988	-
Programmer/Analyst II	125021 ⁴	12 ⁴	4870	5100	5345	5600	5871	-
Programmer/Analyst III	125022	12	5460	5721	5998	6284	6589	-
Programmer/Analyst IV	125023	12	5851	6136	6433	6740	7065	-
Property & Evidence Technician	145010	12	3615	3784	3962	4150	4344	-
Radio Dispatcher	120015	12	3231 3045	3376 3182	3517 3315	3672 3461	3823 3603	-
Rangemaster/Armorer	410035	12	4458	4670	4891	5127	5370	-
Real Estate Finance Specialist I	170001 ⁴	12 ⁴	3684	3857	4033	4225	4425	-
Real Estate Finance Specialist II	170002 ⁴	12 ⁴	4195	4394	4603	4820	5049	-

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| ~~6/25/2018~~ 11/12/2018 ~~Fifth~~ Seventh Council Amendment
Supersedes Original

EXHIBIT 3

Unit 3 – Non-Supervisory White Collar (FCEA), effective ~~June 25, 2018~~ November 12, 2018

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	F
Recreation Specialist	520005	12	3503	3665	3837	4018	4206	-
Retirement Counselor I	135050 ⁴	12 ⁴	3500 3435	3665 3597	3838 3766	4017 3942	4206 4127	-
Retirement Counselor II	135051 ⁴	12 ⁴	3848 3766	4028 3942	4217 4127	4416 4322	4626 4528	-
Safety and Training Specialist	150050	12	4109	4309	4521	4742	4974	-
Secretary	110050	12	3187	3334	3489	3651	3823	-
Senior Account Clerk	130003	12	3141	3283	3435	3597	3766	-
Senior Administrative Clerk	110003	12	2910	3045	3187	3334	3489	-
Senior Call Center Representative	115072	12	3563	3734	3915	4105	4305	-
Senior Commercial Building Inspector	230016	12	5320	5576	5839	6121	6417	-
Senior Community Revitalization Specialist	230054	12	5304	5553	5812	6093	6389	-
Senior Community Services Officer	410027	12	3531	3695	3868	4048	4241	-
Senior Crime Scene Technician	410012	12	4458	4670	4891	5127	5370	-
Senior Customer Services Clerk	115062	12	3591 3141	3753 3283	3927 3435	4112 3597	4305 3766	-
Senior Deputy City Clerk	115029*	12	3489	3651	3823	4002	4192	-
Senior Engineering Technician	210007	12	4614	4830	5058	5302	5546	-
Senior Fire Prevention Inspector	420003	12	5304	5553	5812	6093	6389	-
Senior Laboratory Technician	620013	12	4688 4503	4914 4720	5147 4944	5392 5180	5649 5427	-
Senior Network Systems Specialist	125031	12	6483 5851	6799 6136	7128 6433	7468 6740	7829 7065	-
Senior Plans Examiner	210042	12	5437 5304	5692 5553	5958 5812	6246 6093	6549 6389	-
Senior Procurement Specialist	140003	12	4825	5054	5297	5550	5813	-
Senior Property & Evidence Technician	145011	12	3962	4150	4344	4548	4767	-
Senior Records Clerk	110101	12	3045	3187	3334	3489	3651	-
Senior Secretary	110051	12	3489	3651	3823	4002	4192	-

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* New class effective July 23, 2018

EXHIBIT 3

Unit 3 – Non-Supervisory White Collar (FCEA) , effective ~~June 25, 2018~~ November 12, 2018

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	F
Senior Storeskeeper	145002	12	3615	3784	3962	4150	4344	-
Senior Utility Service Representative	230092	12	3846 3665	4027 3837	4217 4018	4414 4206	4626 4408	-
Senior Water Systems Telemetry & Distributed Control Specialist	610022	12	6483 5851	6799 6136	7074 6384	7468 6740	7829 7065	-
Staff Assistant	150001	12	3425	3586	3755	3925	4109	-
Storeskeeper	145001	12	3475 3300	3638 3455	3806 3615	3984 3784	4172 3962	-
Survey Party Technician	210030	12	3994	4188	4382	4586	4806	-
Tax/Permit Inspector	135001	12	4113	4307	4503	4724	4949	-
Traffic Signal Operations Specialist	710150	12	5897 5460	6179 5721	6478 5998	6787 6284	7117 6589	-
Transit Scheduler	320049	12	5897 5460	6179 5721	6478 5998	6787 6284	7117 6589	-
Tree Program Specialist	510015	12	4350 4339	4556 4545	4775 4763	5001 4989	5238 5225	-
Utility Service Representative I	230090 ⁴	12 ⁴	3189 3057	3335 3197	3489 3344	3653 3502	3823 3665	-
Utility Service Representative II	230091 ⁴	12 ⁴	3500 3344	3665 3502	3836 3665	4016 3837	4205 4018	-
Wastewater Reclamation Coordinator	620035	12	4545	4764	4991	5226	5479	-
Water Conservation Representative	610001	12	3290	3444	3604	3774	3952	-
Water Systems Telemetry & Distributed Control Specialist	610021	12	5367 4870	5621 5100	5891 5345	6172 5600	6470 5871	-

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Supersedes Original