CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
EXHIBIT 3							
Unit 3 - Non-Supervisory White Collar (FCEA)							
Account Clerk I	130001[3]	6[3]	3075	3215	3359	3515	3683
Account Clerk II	130002[3]	12[3]	3399	3555	3725	3893	4072
Accountant-Auditor I	130011[4]	12[4]	4973	5201	5442	5706	5974
Accountant-Auditor II	130012[4]	12[4]	5450	5702	5979	6263	6560
Accounting Technician	130010	12	4103	4296	4498	4705	4928
Administrative Clerk I	110001[3]	6[3]	2860	2986	3119	3262	3410
Administrative Clerk II	110002[3]	12[3]	3410	3566	3729	3903	4082
Airports Credentialing Technician	115080	12	3972	4157	4350	4557	4771
Airports Operations Officer I	310006[4]	12[4]	4977	5222	5473	5747	6034
Airports Operations Officer II	310009[4]	12[4]	5473	5747	6034	6336	6653
Airports Public Safety Agent I	310061	12[4]	4105	4292	4491	4699	4917
Airports Public Safety Agent II	310062	12[4]	4504	4713	4932	5166	5410
Animal Care Specialist I	560020	6[3]	3359	3528	3704	3889	4084
Animal Care Specialist II	560021	12[3]	3696	3881	4074	4278	4493
Animal Resource Officer I	560001	12[4]	4105	4292	4491	4699	4917
Animal Resource Officer II	560002	12[4]	4504	4713	4932	5166	5410
Animal Services Representative I	560030	6[3]	3429	3584	3747	3921	4105
Animal Services Representative II	560031	12[3]	3745	3919	4104	4290	4486
Associate Electrical Safety Consultant I	230022	12	6214	6509	6822	7144	7488
Associate Electrical Safety Consultant II	230023	12	6846	7174	7514	7875	8257
Associate Environmental & Safety Consultant I	230003	12	6214	6509	6822	7144	7488
Associate Environmental & Safety Consultant II	230004	12	6846	7174	7514	7875	8257
Associate Plumbing & Mechanical Consultant I	230012	12	6214	6509	6822	7144	7488
Associate Plumbing & Mechanical Consultant II	230013	12	6846	7174	7514	7875	8257
Billing System Specialist	125075	12	4518	4731	4955	5178	5420
Budget Technician	135005	12	4104	4293	4495	4706	4928
Building Inspector I	230007[4]	12[4]	5681	5950	6232	6533	6841
Building Inspector II	230008[4]	12[4]	6214	6509	6822	7144	7488
Building Inspector III	230009	12	6846	7174	7514	7875	8257

[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..

EXHIBIT 3
Unit 3 – Non-Supervisory White Collar (FCEA)

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Call Center Representative I	115070[3]	6[3]	3745	3918	4111	4290	4487
Call Center Representative II	115071[3]	12[3]	4117	4303	4502	4714	4934
Central Printing Clerk	120005	12	3409	3565	3728	3903	4082
Chemist	620020	12	5412	5674	5941	6226	6522
City Records Specialist	115025	12	4090	4279	4479	4689	4913
Commercial Building Inspector	230015	12	6214	6509	6822	7144	7488
Community Recreation Assistant	520010	12	4145	4330	4510	4692	4896
Community Revitalization Specialist	230053	12	5544	5810	6089	6421	6689
Community Revitalization Technician	230059	12	3857	4037	4224	4424	4632
Community Services Officer I	410025[4]	12[4]	4105	4292	4491	4699	4917
Community Services Officer II	410026[4]	12[4]	4504	4713	4932	5166	5410
Computer Systems Specialist I	125010[4]	12[4]	5749	6015	6302	6605	6917
Computer Systems Specialist II	125011[4]	12[4]	6302	6601	6915	7245	7596
Computer Systems Specialist III	125012	12	6917	7249	7598	7962	8348
Construction Compliance Specialist	150055	12	4753	4970	5208	5455	5710
Crime Scene Technician I	410010[4]	12[4]	4550	4762	4987	5224	5472
Crime Scene Technician II	410011[4]	12[4]	4987	5224	5472	5731	6007
Crime Specialist	410008	12	5705	5975	6261	6560	6878
Customer Services Clerk I	115060[3]	6[3]	3429	3584	3747	3921	4105
Customer Services Clerk II	115061[3]	12[3]	3745	3919	4104	4290	4486
Cybersecurity Analyst	125090	12	6917	7249	7598	7962	8348
Deputy City Clerk	115028[4]	12[4]	3739	3912	4093	4284	4480
Development Services Coordinator	230057	12	5817	6136	6435	6742	7065
Digital Forensics Analyst	410050	12	7546	7926	8321	8737	9173
Emergency Services Call Taker	410000	12	5100	5332	5529	5782	6026
Emergency Services Dispatcher I	410001[5]	12[5]	5100	5332	5529	5782	6026
Emergency Services Dispatcher II	410002[5]	12[5]	5519	5776	6050	6335	6626
Emergency Services Dispatcher III	410003	12	6067	6345	6652	6936	7288

[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.

SEE APPENDIX FOR FOOTNOTES

EXHIBIT 3
Unit 3 – Non-Supervisory White Collar (FCEA)

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Engineer I	210015[4]	12[4]	7223	7584	7963	8360	8779
Engineer II	210016[4]	12[4]	8151	8560	8988	9437	9908
Engineering Aide I	210001[3]	6[3]	3558	3716	3886	4067	4261
Engineering Aide II	210002[3]	12[3]	4227	4426	4625	4840	5076
Engineering Inspector I	230075[4]	12[4]	5686	5975	6244	6539	6856
Engineering Inspector II	230076[4]	12[4]	6225	6518	6832	7159	7504
Engineering Technician I	210005[4]	12[4]	4180	4375	4586	4790	5017
Engineering Technician II	210006[4]	12[4]	5113	5363	5609	5871	6152
Environmental Control Officer	620001	12	5338	5594	5852	6131	6419
Facilities Construction Specialist	230085	12	5455	5708	5981	6265	6567
Firearms & Digital Forensics Technician	410070	12	5225	5473	5732	6008	6293
Fire Prevention Inspector I	420001[5]	12[5]	4821	5047	5277	5536	5799
Fire Prevention Inspector II	420002[5]	12[5]	5557	5810	6089	6388	6689
Fleet Operations Specialist	710105	12	5098	5335	5593	5856	6138
Geographic Information System (GIS) Specialist	125025	12	6917	7249	7598	7962	8348
Geographic Information System (GIS) Technician I	125026[4]	12[4]	5745	6012	6297	6600	6912
Geographic Information System (GIS) Technician II	125027[4]	12[4]	6302	6599	6915	7245	7596
Graphics Technician	120013	12	4485	4702	4929	5170	5422
Helicopter Pilot	410033	12	6800	7131	7480	7847	8234
Housing Rehabilitation Specialist	230056	12	5526	5795	6082	6380	6689
Industrial/Commercial Water Conservation Representative	610015	12	5347	5602	5862	6142	6432
Interpreter/Translator	150232	12	5904	6229	6532	6844	7171
Laboratory Assistant	620010	12	3733	3910	4091	4281	4479
Laboratory Technician I	620011[4]	12[4]	4487	4698	4918	5147	5388
Laboratory Technician II	620012[4]	12[4]	4928	5158	5401	5659	5929
Landscape Water Conservation Specialist	610005	12	5332	5586	5852	6129	6419

[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.

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
	EXHIBIT 3						
	Unit 3 – Non-Supervisory White Collar (FCEA)						
Law Office Assistant	115021	12	4482	4702	4930	5170	5420
Network Systems Specialist	125030	12	6917	7249	7598	7962	8348
PAR Program Specialist	410023	12	3857	4037	4224	4424	4632
Paratransit Specialist	320005	12	4108	4302	4505	4708	4928
Park Ranger I	410060[4]	12[4]	4105	4292	4491	4699	4917
Park Ranger II	410061[4]	12[4]	4504	4713	4932	5166	5410
Parking Enforcement Officer I	710120[4]	12[4]	3612	3761	3916	4070	4243
Parking Enforcement Officer II	710121[4]	12[4]	3957	4125	4296	4469	4669
Parking Enforcement Officer III	710122	12	4357	4533	4736	4930	5142
Phlebotomist	410007	12	3733	3910	4091	4281	4479
Planner I	220005[3]	6[3]	5445	5690	5962	6249	6549
Planner II	220006[3]	12[3]	5906	6231	6535	6845	7173
Plans Examiner	210041	12	5960	6229	6528	6848	7170
Plans and Permit Technician	220002	12	5432	5686	5944	6236	6533
Police Data Transcriptionist	115035	12	4359	4560	4772	4993	5228
Police Support Services Clerk	115043	12	3618	3786	3960	4144	4335
Police Support Services Technician	115044	12	3972	4157	4350	4557	4771
Principal Account Clerk	130004	12	4103	4296	4498	4705	4928
Procurement Specialist	140002	12	5153	5399	5653	5923	6205
Program Compliance Officer	640026	12	4406	4623	4849	5084	5332
Programmer/Analyst I	125020[4]	12[4]	5752	6021	6306	6610	6921
Programmer/Analyst II	125021[4]	12[4]	6302	6601	6915	7245	7596
Programmer/Analyst III	125022	12	6917	7249	7598	7962	8348
Programmer/Analyst IV	125023	12	7597	7967	8353	8750	9172
Property & Evidence Technician	145010	12	4482	4692	4913	5144	5387
Property Specialist I	175001[4]	12[4]	5326	5583	5847	6122	6418
Property Specialist II	175002[4]	12[4]	6171	6465	6777	7099	7442
Radio Dispatcher	120015	12	3786	3956	4121	4303	4479
Radio Frequency (RF) Network Engineer I	125095	12[4]	6302	6601	6915	7245	7596
Radio Frequency (RF) Network Engineer II	125096	12[4]	6917	7249	7598	7962	8348
Rangemaster/Armorer	410035	12	5225	5473	5732	6008	6293

[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.

EXHIBIT 3
Unit 3 – Non-Supervisory White Collar (FCEA)

CLASS TITLE	JOB CODE	PRO B PER	A	B	C	D	E
Real Estate Finance Specialist I	170001[4]	12[4]	4318	4520	4725	4952	5185
Real Estate Finance Specialist II	170002[4]	12[4]	5647	5913	6196	6488	6795
Recreation Specialist	520005	12	4455	4660	4879	5109	5347
Retirement Counselor I	135050[4]	12[4]	4102	4295	4497	4707	4928
Retirement Counselor II	135051[4]	12[4]	4509	4719	4941	5175	5420
Right of Way Agent	210120	12	7331	7698	8083	8487	8911
Safety and Training Specialist	150050	12	4815	5048	5297	5555	5828
Senior Account Clerk	130003	12	3738	3907	4087	4279	4480
Senior Administrative Clerk	110003	12	3749	3923	4104	4295	4496
Senior Airports Public Safety Agent	310063	12	4964	5197	5440	5692	5962
Senior Animal Care Specialist	560022	12	4065	4268	4481	4706	4941
Senior Animal Resource Officer	560003	12	4964	5197	5440	5692	5962
Senior Animal Services Representative	560032	12	4572	4777	4998	5233	5479
Senior Call Center Representative	115072	12	4494	4710	4937	5177	5428
Senior Commercial Building Inspector	230016	12	6846	7174	7514	7875	8257
Senior Community Revitalization Specialist	230054	12	6214	6506	6809	7138	7484
Senior Community Services Officer	410027	12	4964	5197	5440	5692	5962
Senior Crime Scene Technician	410012	12	5225	5473	5732	6008	6293
Senior Customer Services Clerk	115062	12	4572	4777	4998	5233	5479
Senior Cybersecurity Analyst	125091	12	7595	7965	8350	8748	9170
Senior Deputy City Clerk	115029[4]	12[4]	4103	4292	4495	4705	4928
Senior Engineering Technician	210007	12	5630	5897	6174	6470	6768
Senior Fire Prevention Inspector	420003	12	6214	6506	6809	7138	7484
Senior Laboratory Technician	620013	12	5493	5756	6031	6317	6618
Senior Network Systems Specialist	125031	12	7595	7965	8350	8748	9170
Senior Park Ranger	410062	12	4964	5197	5440	5692	5962
Senior Plans Examiner	210042	12	6546	6852	7171	7519	7885
Senior Procurement Specialist	140003	12	5653	5923	6205	6502	6810
Senior Property & Evidence Technician	145011	12	4928	5161	5404	5656	5927
Senior Radio Frequency (RF) Network Engineer	125097	12	7595	7965	8350	8748	9170
Senior Records Clerk	110101	12	3738	3910	4092	4282	4479
Senior Secretary	110051	12	4120	4312	4513	4721	4944

[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. [VII]

EXHIBIT 3
Unit 3 – Non-Supervisory White Collar (FCEA)

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Senior Storeskeeper	145002	12	4482	4692	4913	5144	5387
Senior Utility Service Representative	230092	12	4507	4718	4941	5173	5420
Senior Water Systems Telemetry & Distributed Control Specialist	610022	12	7595	7965	8350	8748	9170
Staff Assistant	150001	12	4120	4312	4513	4721	4944
Storeskeeper	145001	12	4072	4263	4460	4669	4888
Survey Party Technician	210030	12	5113	5363	5609	5871	6152
Tax/Permit Inspector	135001	12	4821	5048	5279	5539	5800
Traffic Signal Operations Specialist	710150	12	6909	7238	7588	7949	8338
Transit Scheduler	320049	12	6909	7238	7588	7949	8338
Tree Program Specialist	510015	12	5097	5337	5595	5860	6138
Utility Service Representative I	230090[4]	12[4]	3737	3909	4090	4281	4479
Utility Service Representative II	230091[4]	12[4]	4102	4295	4495	4706	4927
Wastewater Reclamation Coordinator	620035	12	5326	5583	5847	6122	6418
Water Conservation Representative	610001	12	3856	4037	4224	4422	4631
Water Systems Telemetry & Distributed Control Specialist	610021	12	6289	6587	6902	7231	7579

[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.

EXHIBIT 3
Unit 3 – Non-Supervisory White Collar (FCEA)

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Account Clerk I	130001[3]	6[3]	3237	3384	3536	3700	3877
Account Clerk II	130002[3]	12[3]	3578	3742	3921	4098	4286
Accountant-Auditor I	130011[4]	12[4]	5235	5475	5728	6006	6288
Accountant-Auditor II	130012[4]	12[4]	5737	6002	6293	6592	6905
Accounting Technician	130010	12	4319	4522	4735	4953	5187
Administrative Clerk I	110001[3]	6[3]	3011	3143	3283	3434	3590
Administrative Clerk II	110002[3]	12[3]	3590	3754	3925	4108	4297
Airports Credentialing Technician	115080	12	4181	4376	4579	4797	5022
Airports Operations Officer I	310006[4]	12[4]	5239	5497	5761	6049	6351
Airports Operations Officer II	310009[4]	12[4]	5761	6049	6351	6669	7003
Airports Public Safety Agent I	310061	12[4]	4321	4518	4727	4946	5176
Airports Public Safety Agent II	310062	12[4]	4741	4961	5191	5438	5695
Animal Care Specialist I	560020	6[3]	3536	3714	3899	4094	4299
Animal Care Specialist II	560021	12[3]	3891	4085	4288	4503	4729
Animal Resource Officer I	560001	12[4]	4321	4518	4727	4946	5176
Animal Resource Officer II	560002	12[4]	4741	4961	5191	5438	5695
Animal Services Representative I	560030	6[3]	3610	3773	3944	4127	4321
Animal Services Representative II	560031	12[3]	3942	4125	4320	4516	4722
Associate Electrical Safety Consultant I	230022	12	6541	6851	7181	7520	7882
Associate Electrical Safety Consultant II	230023	12	7206	7551	7909	8289	8691
Associate Environmental & Safety Consultant I	230003	12	6541	6851	7181	7520	7882
Associate Environmental & Safety Consultant II	230004	12	7206	7551	7909	8289	8691
Associate Plumbing & Mechanical Consultant I	230012	12	6541	6851	7181	7520	7882
Associate Plumbing & Mechanical Consultant II	230013	12	7206	7551	7909	8289	8691
Billing System Specialist	125075	12	4756	4980	5216	5450	5705
Budget Technician	135005	12	4320	4519	4731	4954	5187
Building Inspector I	230007[4]	12[4]	5980	6263	6560	6876	7201
Building Inspector II	230008[4]	12[4]	6541	6851	7181	7520	7882
Building Inspector III	230009	12	7206	7551	7909	8289	8691

[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.

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
EXHIBIT 3 Unit 3 – Non-Supervisory White Collar (FCEA)							
Call Center Representative I	115070[3]	6[3]	3942	4124	4327	4516	4723
Call Center Representative II	115071[3]	12[3]	4334	4529	4739	4962	5194
Central Printing Clerk	120005	12	3588	3753	3924	4108	4297
Chemist	620020	12	5697	5972	6253	6553	6865
City Records Specialist	115025	12	4305	4504	4715	4936	5171
Commercial Building Inspector	230015	12	6541	6851	7181	7520	7882
Community Recreation Assistant	520010	12	4363	4558	4747	4939	5154
Community Revitalization Specialist	230053	12	5836	6116	6409	6759	7041
Community Revitalization Technician	230059	12	4060	4249	4446	4657	4876
Community Services Officer I	410025[4]	12[4]	4321	4518	4727	4946	5176
Community Services Officer II	410026[4]	12[4]	4741	4961	5191	5438	5695
Computer Systems Specialist I	125010[4]	12[4]	6051	6331	6633	6952	7281
Computer Systems Specialist II	125011[4]	12[4]	6633	6948	7279	7626	7995
Computer Systems Specialist III	125012	12	7281	7630	7997	8381	8787
Construction Compliance Specialist	150055	12	5003	5231	5482	5742	6010
Crime Scene Technician I	410010[4]	12[4]	4789	5013	5249	5499	5760
Crime Scene Technician II	410011[4]	12[4]	5249	5499	5760	6032	6323
Crime Specialist	410008	12	6005	6289	6590	6905	7240
Customer Services Clerk I	115060[3]	6[3]	3610	3773	3944	4127	4321
Customer Services Clerk II	115061[3]	12[3]	3942	4125	4320	4516	4722
Cybersecurity Analyst	125090	12	7281	7630	7997	8381	8787
Deputy City Clerk	115028[4]	12[4]	3936	4118	4308	4509	4716
Development Services Coordinator	230057	12	6123	6459	6773	7096	7436
Digital Forensics Analyst	410050	12	7943	8343	8758	9196	9655
Emergency Services Call Taker	410000	12	5368	5612	5820	6086	6343
Emergency Services Dispatcher I	410001[5]	12[5]	5368	5612	5820	6086	6343
Emergency Services Dispatcher II	410002[5]	12[5]	5809	6080	6368	6668	6974
Emergency Services Dispatcher III	410003	12	6386	6679	7002	7301	7671

[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.

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Engineer I	210015[4]	12[4]	7603	7983	8382	8799	9240
Engineer II	210016[4]	12[4]	8579	9010	9460	9933	10429
Engineering Aide I	210001[3]	6[3]	3745	3912	4091	4281	4485
Engineering Aide II	210002[3]	12[3]	4449	4659	4868	5095	5343
Engineering Inspector I	230075[4]	12[4]	5985	6289	6572	6883	7216
Engineering Inspector II	230076[4]	12[4]	6552	6861	7191	7535	7898
Engineering Technician I	210005[4]	12[4]	4400	4605	4827	5042	5281
Engineering Technician II	210006[4]	12[4]	5382	5645	5904	6180	6475
Environmental Control Officer	620001	12	5619	5888	6160	6453	6756
Facilities Construction Specialist	230085	12	5742	6008	6296	6594	6912
Firearms & Digital Forensics Technician	410070	12	5500	5761	6033	6324	6624
Fire Prevention Inspector I	420001[5]	12[5]	5075	5312	5555	5827	6104
Fire Prevention Inspector II	420002[5]	12[5]	5849	6116	6409	6724	7041
Fleet Operations Specialist	710105	12	5366	5616	5887	6164	6461
Geographic Information System (GIS) Specialist	125025	12	7281	7630	7997	8381	8787
Geographic Information System (GIS) Technician I	125026[4]	12[4]	6047	6328	6628	6947	7275
Geographic Information System (GIS) Technician II	125027[4]	12[4]	6633	6946	7279	7626	7995
Graphics Technician	120013	12	4721	4949	5188	5442	5707
Helicopter Pilot	410033	12	7157	7506	7873	8259	8667
Housing Rehabilitation Specialist	230056	12	5817	6100	6402	6715	7041
Industrial/Commercial Water Conservation Representative	610015	12	5628	5897	6170	6465	6770
Interpreter/Translator	150232	12	6214	6557	6875	7204	7548
Laboratory Assistant	620010	12	3929	4116	4306	4506	4715
Laboratory Technician I	620011[4]	12[4]	4723	4945	5177	5418	5671
Laboratory Technician II	620012[4]	12[4]	5187	5429	5685	5957	6241
Landscape Water Conservation Specialist	610005	12	5612	5880	6160	6451	6756

[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.

EXHIBIT 3
Unit 3 – Non-Supervisory White Collar (FCEA)

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Law Office Assistant	115021	12	4718	4949	5189	5442	5705
Network Systems Specialist	125030	12	7281	7630	7997	8381	8787
PAR Program Specialist	410023	12	4060	4249	4446	4657	4876
Paratransit Specialist	320005	12	4324	4528	4742	4956	5187
Park Ranger I	410060[4]	12[4]	4321	4518	4727	4946	5176
Park Ranger II	410061[4]	12[4]	4741	4961	5191	5438	5695
Parking Enforcement Officer I	710120[4]	12[4]	3802	3959	4122	4284	4466
Parking Enforcement Officer II	710121[4]	12[4]	4165	4342	4522	4704	4915
Parking Enforcement Officer III	710122	12	4586	4771	4985	5189	5412
Phlebotomist	410007	12	3929	4116	4306	4506	4715
Planner I	220005[3]	6[3]	5731	5989	6276	6578	6893
Planner II	220006[3]	12[3]	6217	6559	6879	7205	7550
Plans Examiner	210041	12	6273	6557	6871	7208	7547
Plans and Permit Technician	220002	12	5718	5985	6257	6564	6876
Police Data Transcriptionist	115035	12	4588	4800	5023	5256	5503
Police Support Services Clerk	115043	12	3808	3985	4168	4362	4563
Police Support Services Technician	115044	12	4181	4376	4579	4797	5022
Principal Account Clerk	130004	12	4319	4522	4735	4953	5187
Procurement Specialist	140002	12	5424	5683	5950	6234	6531
Program Compliance Officer	640026	12	4638	4866	5104	5351	5612
Programmer/Analyst I	125020[4]	12[4]	6054	6338	6638	6958	7285
Programmer/Analyst II	125021[4]	12[4]	6633	6948	7279	7626	7995
Programmer/Analyst III	125022	12	7281	7630	7997	8381	8787
Programmer/Analyst IV	125023	12	7996	8386	8792	9210	9654
Property & Evidence Technician	145010	12	4718	4939	5171	5415	5670
Property Specialist I	175001[4]	12[4]	5606	5877	6154	6444	6755
Property Specialist II	175002[4]	12[4]	6495	6805	7133	7472	7833
Radio Dispatcher	120015	12	3985	4164	4338	4529	4715
Radio Frequency (RF) Network Engineer I	125095	12[4]	6633	6948	7279	7626	7995
Radio Frequency (RF) Network Engineer II	125096	12[4]	7281	7630	7997	8381	8787
Rangemaster/Armorer	410035	12	5500	5761	6033	6324	6624

[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.

SEE APPENDIX FOR FOOTNOTES

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
EXHIBIT 3 Unit 3 – Non-Supervisory White Collar (FCEA)							
Real Estate Finance Specialist I	170001[4]	12[4]	4545	4758	4974	5212	5458
Real Estate Finance Specialist II	170002[4]	12[4]	5944	6224	6522	6829	7152
Recreation Specialist	520005	12	4689	4905	5136	5378	5628
Retirement Counselor I	135050[4]	12[4]	4318	4521	4734	4955	5187
Retirement Counselor II	135051[4]	12[4]	4746	4967	5201	5447	5705
Safety and Training Specialist	150050	12	5068	5314	5576	5847	6134
Senior Account Clerk	130003	12	3935	4113	4302	4504	4716
Senior Administrative Clerk	110003	12	3946	4129	4320	4521	4733
Senior Airports Public Safety Agent	310063	12	5225	5470	5726	5991	6276
Senior Animal Care Specialist	560022	12	4279	4493	4717	4954	5201
Senior Animal Resource Officer	560003	12	5225	5470	5726	5991	6276
Senior Animal Services Representative	560032	12	4813	5028	5261	5508	5767
Senior Call Center Representative	115072	12	4730	4958	5197	5449	5713
Senior Commercial Building Inspector	230016	12	7206	7551	7909	8289	8691
Senior Community Revitalization Specialist	230054	12	6541	6848	7167	7513	7877
Senior Community Services Officer	410027	12	5225	5470	5726	5991	6276
Senior Crime Scene Technician	410012	12	5500	5761	6033	6324	6624
Senior Customer Services Clerk	115062	12	4813	5028	5261	5508	5767
Senior Cybersecurity Analyst	125091	12	7994	8384	8789	9208	9652
Senior Deputy City Clerk	115029[4]	12[4]	4319	4518	4731	4953	5187
Senior Engineering Technician	210007	12	5926	6207	6499	6810	7124
Senior Fire Prevention Inspector	420003	12	6541	6848	7167	7513	7877
Senior Laboratory Technician	620013	12	5782	6059	6348	6649	6966
Senior Network Systems Specialist	125031	12	7994	8384	8789	9208	9652
Senior Park Ranger	410062	12	5225	5470	5726	5991	6276
Senior Plans Examiner	210042	12	6890	7212	7548	7914	8299
Senior Procurement Specialist	140003	12	5950	6234	6531	6844	7168
Senior Property & Evidence Technician	145011	12	5187	5432	5688	5953	6239
Senior Radio Frequency (RF) Network Engineer	125097	12	7994	8384	8789	9208	9652
Senior Records Clerk	110101	12	3935	4116	4307	4507	4715
Senior Secretary	110051	12	4337	4539	4750	4969	5204

[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. [VII]

SEE APPENDIX FOR FOOTNOTES

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Senior Storeskeeper	145002	12	4718	4939	5171	5415	5670
Senior Utility Service Representative	230092	12	4744	4966	5201	5445	5705
Senior Water Systems Telemetry & Distributed Control Specialist	610022	12	7994	8384	8789	9208	9652
Staff Assistant	150001	12	4337	4539	4750	4969	5204
Storeskeeper	145001	12	4286	4487	4695	4915	5145
Survey Party Technician	210030	12	5382	5645	5904	6180	6475
Tax/Permit Inspector	135001	12	5075	5314	5557	5830	6105
Traffic Signal Operations Specialist	710150	12	7272	7618	7987	8367	8776
Transit Scheduler	320049	12	7272	7618	7987	8367	8776
Tree Program Specialist	510015	12	5365	5618	5889	6168	6461
Utility Service Representative I	230090[4]	12[4]	3934	4115	4305	4506	4715
Utility Service Representative II	230091[4]	12[4]	4318	4521	4731	4954	5186
Wastewater Reclamation Coordinator	620035	12	5606	5877	6154	6444	6755
Water Conservation Representative	610001	12	4059	4249	4446	4655	4875
Water Systems Telemetry & Distributed Control Specialist	610021	12	6620	6933	7265	7611	7977

[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.