

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	4266	4474	4692	4920	5158
Network Systems Specialist	125030	12	6521	6834	7163	7505	7870
PAR Program Specialist	410023	12	3670	3841	4020	4210	4408
Paratransit Specialist	320005	12	3909	4094	4287	4480	4690
Parking Enforcement Officer I	710120 ⁴	12 ⁴	3003	3127	3256	3384	3528
Parking Enforcement Officer II	710121 ⁴	12 ⁴	3265	3403	3544	3687	3853
Parking Enforcement Officer III	710122	12	3544	3687	3853	4010	4183
Park Ranger I*	410060 ⁴	12 ⁴	3458	3615	3783	3958	4142
Park Ranger II*	410061 ⁴	12 ⁴	3783	3958	4142	4338	4543
Phlebotomist	410007	12	3552	3721	3893	4074	4263
Planner I	220005 ³	6 ³	4828	5046	5287	5542	5808
Planner II	220006 ³	12 ³	5440	5739	6018	6305	6607
Plans and Permit Technician	220002	12	5169	5411	5657	5934	6217
Plans Examiner	210041	12	5672	5928	6213	6517	6824
Police Data Transcriptionist	115035	12	4089	4277	4476	4684	4904
Police Support Services Clerk	115043	12	3396	3552	3716	3889	4069
Police Support Services Technician	115044	12	3726	3899	4080	4274	4475
Principal Account Clerk	130004	12	3904	4088	4280	4477	4690
Procurement Specialist	140002	12	4903	5138	5380	5636	5905
Program Compliance Officer	640026	12	4193	4400	4614	4838	5074
Programmer/Analyst I	125020 ⁴	12 ⁴	5380	5632	5898	6183	6474
Programmer/Analyst II	125021 ⁴	12 ⁴	5935	6216	6512	6823	7154
Programmer/Analyst III	125022	12	6521	6834	7163	7505	7870
Programmer/Analyst IV	125023	12	7171	7519	7884	8259	8658
Property & Evidence Technician	145010	12	4154	4349	4553	4768	4993
Radio Dispatcher	120015	12	3602	3765	3922	4095	4263
Rangemaster/Armorer	410035	12	4972	5208	5455	5718	5989

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.

*Effective 10/3/2022, by the Fourth Amendment to the Salary Resolution 2022-152.

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CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Real Estate Finance Specialist I	170001 ⁴	12 ⁴	4109	4301	4497	4712	4934
Real Estate Finance Specialist II	170002 ⁴	12 ⁴	4821	5049	5289	5539	5801
Recreation Specialist	520005	12	4026	4211	4409	4617	4833
Retirement Counselor I	135050 ⁴	12 ⁴	3903	4087	4279	4479	4690
Retirement Counselor II	135051 ⁴	12 ⁴	4291	4491	4702	4925	5158
Safety and Training Specialist	150050	12	4582	4804	5041	5287	5546
Secretary	110050	12	3661	3831	4009	4195	4394
Senior Account Clerk	130003	12	3557	3718	3889	4072	4264
Senior Administrative Clerk	110003	12	3344	3500	3661	3831	4009
Senior Call Center Representative	115072	12	4034	4228	4432	4647	4872
Senior Commercial Building Inspector	230016	12	6140	6435	6739	7064	7406
Senior Community Revitalization Specialist	230054	12	5914	6192	6480	6794	7123
Senior Community Services Officer	410027	12	4116	4309	4511	4720	4944
Senior Crime Scene Technician	410012	12	4971	5207	5454	5717	5988
Senior Customer Services Clerk	115062	12	4005	4185	4379	4585	4800
Senior Deputy City Clerk	115029 ⁴	12 ⁴	3904	4084	4277	4477	4690
Senior Engineering Technician	210007	12	5250	5498	5756	6033	6311
Senior Fire Prevention Inspector	420003	12	5914	6192	6480	6794	7123
Senior Laboratory Technician	620013	12	5228	5478	5739	6012	6299
Senior Network Systems Specialist	125031	12	7229	7580	7947	8326	8728
Senior Park Ranger*	410062	12	4116	4309	4511	4720	4944
Senior Plans Examiner	210042	12	6230	6521	6825	7156	7504
Senior Procurement Specialist	140003	12	5380	5636	5905	6188	6481
Senior Property & Evidence Technician	145011	12	4553	4768	4993	5226	5476
Senior Cybersecurity Analyst	125091	12	7229	7580	7947	8326	8728
Senior Records Clerk	110101	12	3557	3721	3894	4075	4263
Senior Secretary	110051	12	3904	4084	4277	4477	4690

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