

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

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Account Clerk I	130001 <sup>3</sup>	6 <sup>3</sup>	2926	3059	3197	3345	3504
Account Clerk II	130002 <sup>3</sup>	12 <sup>3</sup>	3234	3383	3544	3704	3875
Accountant-Auditor I**	130011 <sup>4</sup>	12 <sup>4</sup>	4733	4950	5179	5431	5685
Accountant-Auditor II	130012 <sup>4</sup>	12 <sup>4</sup>	5187	5427	5690	5961	6243
Accounting Technician	130010	12	3904	4088	4280	4477	4690
Administrative Clerk I	110001 <sup>3</sup>	6 <sup>3</sup>	2715	2841	2967	3104	3245
Administrative Clerk II**	110002 <sup>3</sup>	12 <sup>3</sup>	3104	3247	3395	3553	3716
Airports Operations Officer I	310006 <sup>4</sup>	12 <sup>4</sup>	4736	4969	5208	5469	5742
Airports Operations Officer II	310009 <sup>4</sup>	12 <sup>4</sup>	5208	5469	5742	6030	6332
Airports Property Specialist I	175001 <sup>4</sup>	12 <sup>4</sup>	5068	5313	5565	5826	6108
Airports Property Specialist II	175002 <sup>4</sup>	12 <sup>4</sup>	5873	6153	6450	6756	7083
Associate Electrical Safety Consultant I**	230022	12	5914	6195	6493	6799	7127
Associate Electrical Safety Consultant II**	230023	12	6233	6532	6841	7170	7518
Associate Environmental & Safety Consultant I**	230003	12	5914	6195	6493	6799	7127
Associate Environmental & Safety Consultant II**	230004	12	6233	6532	6841	7170	7518
Associate Plumbing & Mechanical Consultant I**	230012	12	5914	6195	6493	6799	7127
Associate Plumbing & Mechanical Consultant II**	230013	12	6233	6532	6841	7170	7518
Billing System Specialist	125075	12	4300	4502	4715	4928	5158
Budget Technician	135005	12	3905	4085	4277	4478	4690
Building Inspector I	230007 <sup>4</sup>	12 <sup>4</sup>	5406	5663	5931	6217	6510
Building Inspector II**	230008 <sup>4</sup>	12 <sup>4</sup>	5914	6195	6493	6799	7127
Building Inspector III**	230009	12	6233	6532	6841	7170	7518

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.

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 3/27/2023, by the Tenth Amendment to the Salary Resolution 2022-152.

**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 <sup>3</sup>	6 <sup>3</sup>	3245	3396	3563	3717	3889
Call Center Representative II**	115071 <sup>3</sup>	12 <sup>3</sup>	3557	3717	3889	4072	4263
Central Printing Clerk**	120005	12	3089	3231	3377	3536	3699
Chemist	620020	12	5150	5400	5654	5925	6207
City Records Specialist	115025	12	3892	4072	4263	4463	4675
Commercial Building Inspector**	230015	12	5914	6195	6493	6799	7127
Community Recreation Assistant**	520010	12	3774	3943	4106	4272	4459
Community Revitalization Specialist**	230053	12	5276	5530	5795	6111	6366
Community Revitalization Technician**	230059	12	3670	3841	4020	4210	4408
Community Services Officer I**	410025 <sup>4</sup>	12 <sup>4</sup>	3510	3670	3840	4018	4205
Community Services Officer II**	410026 <sup>4</sup>	12 <sup>4</sup>	3840	4018	4205	4404	4612
Computer Systems Specialist I**	125010 <sup>4</sup>	12 <sup>4</sup>	5471	5725	5998	6286	6583
Computer Systems Specialist II**	125011 <sup>4</sup>	12 <sup>4</sup>	5998	6282	6581	6895	7230
Computer Systems Specialist III**	125012	12	6583	6899	7232	7577	7945
Construction Compliance Specialist	150055	12	4523	4730	4956	5192	5434
Crime Scene Technician I	410010 <sup>4</sup>	12 <sup>4</sup>	4330	4532	4746	4971	5207
Crime Scene Technician II	410011 <sup>4</sup>	12 <sup>4</sup>	4746	4971	5207	5454	5717
Crime Specialist	410008	12	5430	5686	5959	6243	6546
Customer Services Clerk I**	115060 <sup>3</sup>	6 <sup>3</sup>	3248	3395	3549	3715	3889
Customer Services Clerk II**	115061 <sup>3</sup>	12 <sup>3</sup>	3558	3724	3899	4075	4263
Cybersecurity Analyst**	125090	12	6583	6899	7232	7577	7945
Deputy City Clerk**	115028 <sup>4</sup>	12 <sup>4</sup>	3500	3662	3831	4010	4194
Development Services Coordinator**	230057	12	5427	5725	6003	6290	6592
Digital Forensics Analyst**	410050	12	7182	7543	7919	8315	8731
Emergency Call Taker*	410000	12	4854	5074	5262	5502	5734
Emergency Services Dispatcher I*	410001 <sup>5</sup>	12 <sup>5</sup>	4854	5074	5262	5502	5734
Emergency Services Dispatcher II*	410002 <sup>5</sup>	12 <sup>5</sup>	5247	5497	5758	6029	6306
Emergency Services Dispatcher III*	410003	12	5774	6038	6331	6601	6936

<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.

\*Effective 3/27/2023, by the Ninth Amendment to the Salary Resolution 2022-152.

\*\*Effective 3/27/2023, by the Tenth Amendment to the Salary Resolution 2022-152.

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

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Engineer I	210015 <sup>4</sup>	12 <sup>4</sup>	6874	7218	7578	7957	8355
Engineer II	210016 <sup>4</sup>	12 <sup>4</sup>	7758	8147	8554	8981	9430
Engineering Aide I	210001 <sup>3</sup>	6 <sup>3</sup>	3386	3536	3698	3870	4055
Engineering Aide II**	210002 <sup>3</sup>	12 <sup>3</sup>	4015	4204	4394	4598	4822
Engineering Inspector I**	230075 <sup>4</sup>	12 <sup>4</sup>	5288	5557	5807	6081	6376
Engineering Inspector II**	230076 <sup>4</sup>	12 <sup>4</sup>	5784	6057	6349	6652	6972
Engineering Technician I	210005 <sup>4</sup>	12 <sup>4</sup>	3978	4164	4365	4559	4774
Engineering Technician II**	210006 <sup>4</sup>	12 <sup>4</sup>	4724	4955	5183	5424	5684
Environmental Control Officer	620001	12	5080	5324	5569	5834	6109
Facilities Construction Specialist	230085	12	5192	5433	5692	5963	6250
Fire Prevention Inspector I	420001 <sup>5</sup>	12 <sup>5</sup>	4588	4803	5022	5268	5519
Fire Prevention Inspector II	420002 <sup>5</sup>	12 <sup>5</sup>	5289	5530	5795	6079	6366
Fleet Operations Specialist	710105	12	4852	5077	5323	5573	5841
Geographic Information System (GIS) Specialist**	125025	12	6583	6899	7232	7577	7945
Geographic Information System (GIS) Technician I**	125026 <sup>4</sup>	12 <sup>4</sup>	5467	5722	5993	6281	6578
Geographic Information System (GIS) Technician II**	125027 <sup>4</sup>	12 <sup>4</sup>	5998	6280	6581	6895	7230
Graphics Technician**	120013	12	4268	4474	4691	4920	5160
Helicopter Pilot**	410033	12	6471	6787	7119	7468	7836
Housing Rehabilitation Specialist	230056	12	5259	5515	5788	6071	6366
Industrial/Commercial Water Conservation Representative	610015	12	5089	5332	5579	5845	6121
Interpreter/Translator	150232	12	5440	5739	6018	6305	6607
Laboratory Assistant	620010	12	3552	3721	3893	4074	4263
Laboratory Technician I	620011 <sup>4</sup>	12 <sup>4</sup>	4270	4470	4680	4899	5128
Laboratory Technician II	620012 <sup>4</sup>	12 <sup>4</sup>	4690	4908	5140	5386	5642
Landscape Water Conservation Specialist	610005	12	5074	5316	5569	5833	6109

<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.

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**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	6583	6899	7232	7577	7945
PAR Program Specialist	410023	12	3670	3841	4020	4210	4408
Paratransit Specialist	320005	12	3909	4094	4287	4480	4690
Park Ranger I* **	410060 <sup>4</sup>	12 <sup>4</sup>	3510	3670	3840	4018	4205
Park Ranger II* **	410061 <sup>4</sup>	12 <sup>4</sup>	3840	4018	4205	4404	4612
Parking Enforcement Officer I**	710120 <sup>4</sup>	12 <sup>4</sup>	3049	3174	3305	3435	3581
Parking Enforcement Officer II**	710121 <sup>4</sup>	12 <sup>4</sup>	3314	3455	3598	3743	3911
Parking Enforcement Officer III**	710122	12	3598	3743	3911	4071	4246
Phlebotomist	410007	12	3552	3721	3893	4074	4263
Planner I**	220005 <sup>3</sup>	6 <sup>3</sup>	4901	5122	5367	5626	5896
Planner II**	220006 <sup>3</sup>	12 <sup>3</sup>	5522	5826	6109	6400	6707
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	4148	4339	4541	4752	4975
Police Support Services Clerk**	115043	12	3443	3602	3768	3943	4126
Police Support Services Technician**	115044	12	3780	3956	4139	4336	4540
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 <sup>4</sup>	12 <sup>4</sup>	5474	5730	6001	6291	6587
Programmer/Analyst II**	125021 <sup>4</sup>	12 <sup>4</sup>	5998	6282	6581	6895	7230
Programmer/Analyst III**	125022	12	6583	6899	7232	7577	7945
Programmer/Analyst IV**	125023	12	7231	7582	7950	8328	8730
Property & Evidence Technician**	145010	12	4217	4415	4622	4840	5068
Radio Dispatcher	120015	12	3602	3765	3922	4095	4263
Rangemaster/Armorer	410035	12	4972	5208	5455	5718	5989

<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.

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

\*\*Effective 3/27/2023, by the Tenth Amendment to the Salary Resolution 2022-152

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

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Real Estate Finance Specialist I	170001 <sup>4</sup>	12 <sup>4</sup>	4109	4301	4497	4712	4934
Real Estate Finance Specialist II**	170002 <sup>4</sup>	12 <sup>4</sup>	4894	5125	5369	5623	5889
Recreation Specialist**	520005	12	4087	4275	4476	4687	4906
Retirement Counselor I	135050 <sup>4</sup>	12 <sup>4</sup>	3903	4087	4279	4479	4690
Retirement Counselor II	135051 <sup>4</sup>	12 <sup>4</sup>	4291	4491	4702	4925	5158
Safety and Training Specialist	150050	12	4582	4804	5041	5287	5546
Secretary**	110050	12	3716	3889	4070	4258	4460
Senior Account Clerk	130003	12	3557	3718	3889	4072	4264
Senior Administrative Clerk**	110003	12	3395	3553	3716	3889	4070
Senior Call Center Representative**	115072	12	4095	4292	4499	4717	4946
Senior Commercial Building Inspector**	230016	12	6233	6532	6841	7170	7518
Senior Community Revitalization Specialist	230054	12	5914	6192	6480	6794	7123
Senior Community Services Officer**	410027	12	4178	4374	4579	4791	5019
Senior Crime Scene Technician**	410012	12	4972	5208	5455	5718	5989
Senior Customer Services Clerk**	115062	12	4066	4248	4445	4654	4872
Senior Cybersecurity Analyst	125091	12	7229	7580	7947	8326	8728
Senior Deputy City Clerk	115029 <sup>4</sup>	12 <sup>4</sup>	3904	4084	4277	4477	4690
Senior Engineering Technician**	210007	12	5329	5581	5843	6124	6406
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	4178	4374	4579	4791	5019
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	4622	4840	5068	5305	5559
Senior Records Clerk	110101	12	3557	3721	3894	4075	4263
Senior Secretary	110051	12	3904	4084	4277	4477	4690

<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.

\*Effective 10/3/2022, by the Fourth Amendment to the Salary Resolution No. 2022-152.

\*\*Effective 3/27/2023, by the Tenth Amendment to the Salary Resolution 2022-152

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

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Senior Storeskeeper**	145002	12	4217	4415	4622	4840	5068
Senior Utility Service Representative	230092	12	4289	4490	4702	4923	5158
Senior Water Systems Telemetry & Distributed Control Specialist	610022	12	7229	7580	7947	8326	8728
Staff Assistant	150001	12	3910	4094	4288	4481	4691
Storeskeeper	145001	12	3875	4057	4244	4443	4652
Survey Party Technician**	210030	12	4724	4955	5183	5424	5684
Tax/Permit Inspector	135001	12	4588	4804	5024	5271	5520
Traffic Signal Operations Specialist	710150	12	6575	6889	7222	7566	7935
Transit Scheduler	320049	12	6575	6889	7222	7566	7935
Tree Program Specialist	510015	12	4851	5079	5325	5577	5841
Utility Service Representative I	230090 <sup>4</sup>	12 <sup>4</sup>	3556	3720	3892	4074	4263
Utility Service Representative II	230091 <sup>4</sup>	12 <sup>4</sup>	3903	4087	4277	4478	4689
Wastewater Reclamation Coordinator	620035	12	5068	5313	5565	5826	6108
Water Conservation Representative	610001	12	3669	3841	4020	4208	4407
Water Systems Telemetry & Distributed Control Specialist	610021	12	5985	6268	6568	6882	7213

<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.

\*\*Effective 3/27/2023, by the Tenth Amendment to the Salary Resolution 2022-152

**EXHIBIT 3**  
**Unit 3 – Non-Supervisory White Collar (FCEA), effective June 19, 2023**

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Account Clerk I	130001 <sup>3</sup>	6 <sup>3</sup>	3014	3151	3293	3446	3610
Account Clerk II	130002 <sup>3</sup>	12 <sup>3</sup>	3332	3485	3651	3816	3992
Accountant-Auditor I**	130011 <sup>4</sup>	12 <sup>4</sup>	4875	5099	5335	5594	5856
Accountant-Auditor II	130012 <sup>4</sup>	12 <sup>4</sup>	5343	5590	5861	6140	6431
Accounting Technician	130010	12	4022	4211	4409	4612	4831
Administrative Clerk I	110001 <sup>3</sup>	6 <sup>3</sup>	2797	2927	3057	3198	3343
Administrative Clerk II**	110002 <sup>3</sup>	12 <sup>3</sup>	3198	3345	3497	3660	3828
Airports Operations Officer I	310006 <sup>4</sup>	12 <sup>4</sup>	4879	5119	5365	5634	5915
Airports Operations Officer II	310009 <sup>4</sup>	12 <sup>4</sup>	5365	5634	5915	6211	6522
Airports Property Specialist I	175001 <sup>4</sup>	12 <sup>4</sup>	5221	5473	5732	6001	6292
Airports Property Specialist II	175002 <sup>4</sup>	12 <sup>4</sup>	6050	6338	6644	6959	7296
Associate Electrical Safety Consultant I**	230022	12	6092	6381	6688	7003	7341
Associate Electrical Safety Consultant II**	230023	12	6420	6728	7047	7386	7744
Associate Environmental & Safety Consultant I**	230003	12	6092	6381	6688	7003	7341
Associate Environmental & Safety Consultant II**	230004	12	6420	6728	7047	7386	7744
Associate Plumbing & Mechanical Consultant I**	230012	12	6092	6381	6688	7003	7341
Associate Plumbing & Mechanical Consultant II**	230013	12	6420	6728	7047	7386	7744
Billing System Specialist	125075	12	4429	4638	4857	5076	5313
Budget Technician	135005	12	4023	4208	4406	4613	4831
Building Inspector I	230007 <sup>4</sup>	12 <sup>4</sup>	5569	5833	6109	6404	6706
Building Inspector II**	230008 <sup>4</sup>	12 <sup>4</sup>	6092	6381	6688	7003	7341
Building Inspector III**	230009	12	6420	6728	7047	7386	7744

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 19, 2023

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Call Center Representative I**	115070 <sup>3</sup>	6 <sup>3</sup>	3343	3498	3670	3829	4006
Call Center Representative II**	115071 <sup>3</sup>	12 <sup>3</sup>	3664	3829	4006	4195	4391
Central Printing Clerk	120005	12	3182	3328	3479	3643	3810
Chemist	620020	12	5305	5562	5824	6103	6394
City Records Specialist	115025	12	4009	4195	4391	4597	4816
Commercial Building Inspector**	230015	12	6092	6381	6688	7003	7341
Community Recreation Assistant**	520010	12	3888	4062	4230	4401	4593
Community Revitalization Specialist	230053	12	5435	5696	5969	6295	6557
Community Revitalization Technician	230059	12	3781	3957	4141	4337	4541
Community Services Officer I**	410025 <sup>4</sup>	12 <sup>4</sup>	3616	3781	3956	4139	4332
Community Services Officer II**	410026 <sup>4</sup>	12 <sup>4</sup>	3956	4139	4332	4537	4751
Computer Systems Specialist I**	125010 <sup>4</sup>	12 <sup>4</sup>	5636	5897	6178	6475	6781
Computer Systems Specialist II**	125011 <sup>4</sup>	12 <sup>4</sup>	6178	6471	6779	7102	7447
Computer Systems Specialist III**	125012	12	6781	7106	7449	7805	8184
Construction Compliance Specialist	150055	12	4659	4872	5105	5348	5598
Crime Scene Technician I	410010 <sup>4</sup>	12 <sup>4</sup>	4460	4668	4889	5121	5364
Crime Scene Technician II	410011 <sup>4</sup>	12 <sup>4</sup>	4889	5121	5364	5618	5889
Crime Specialist	410008	12	5593	5857	6138	6431	6743
Customer Services Clerk I**	115060 <sup>3</sup>	6 <sup>3</sup>	3346	3497	3656	3827	4006
Customer Services Clerk II**	115061 <sup>3</sup>	12 <sup>3</sup>	3665	3836	4016	4198	4391
Cybersecurity Analyst**	125090	12	6781	7106	7449	7805	8184
Deputy City Clerk**	115028 <sup>4</sup>	12 <sup>4</sup>	3605	3772	3946	4131	4320
Development Services Coordinator**	230057	12	5590	5897	6184	6479	6790
Digital Forensics Analyst**	410050	12	7398	7770	8157	8565	8993
Emergency Call Taker*	410000	12	5000	5227	5420	5668	5907
Emergency Services Dispatcher I*	410001 <sup>5</sup>	12 <sup>5</sup>	5000	5227	5420	5668	5907
Emergency Services Dispatcher II*	410002 <sup>5</sup>	12 <sup>5</sup>	5405	5662	5931	6210	6496
Emergency Services Dispatcher III*	410003	12	5948	6220	6521	6800	7145

<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.

\*Effective 3/27/2023, by the Ninth Amendment to the Salary Resolution 2022-152.

\*\*Effective 3/27/2023, by the Tenth Amendment to the Salary Resolution 2022-152.



**EXHIBIT 3**  
**Unit 3 – Non-Supervisory White Collar (FCEA), effective June 19, 2023**

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Engineer I	210015 <sup>4</sup>	12 <sup>4</sup>	7081	7435	7806	8196	8606
Engineer II	210016 <sup>4</sup>	12 <sup>4</sup>	7991	8392	8811	9251	9713
Engineering Aide I	210001 <sup>3</sup>	6 <sup>3</sup>	3488	3643	3809	3987	4177
Engineering Aide II**	210002 <sup>3</sup>	12 <sup>3</sup>	4136	4331	4526	4736	4967
Engineering Inspector I**	230075 <sup>4</sup>	12 <sup>4</sup>	5447	5724	5982	6264	6568
Engineering Inspector II**	230076 <sup>4</sup>	12 <sup>4</sup>	5958	6239	6540	6852	7182
Engineering Technician I	210005 <sup>4</sup>	12 <sup>4</sup>	4098	4289	4496	4696	4918
Engineering Technician II**	210006 <sup>4</sup>	12 <sup>4</sup>	4866	5104	5339	5587	5855
Environmental Control Officer	620001	12	5233	5484	5737	6010	6293
Facilities Construction Specialist	230085	12	5348	5596	5863	6142	6438
Fire Prevention Inspector I	420001 <sup>5</sup>	12 <sup>5</sup>	4726	4948	5173	5427	5685
Fire Prevention Inspector II	420002 <sup>5</sup>	12 <sup>5</sup>	5448	5696	5969	6262	6557
Fleet Operations Specialist	710105	12	4998	5230	5483	5741	6017
Geographic Information System (GIS) Specialist**	125025	12	6781	7106	7449	7805	8184
Geographic Information System (GIS) Technician I**	125026 <sup>4</sup>	12 <sup>4</sup>	5632	5894	6173	6470	6776
Geographic Information System (GIS) Technician II**	125027 <sup>4</sup>	12 <sup>4</sup>	6178	6469	6779	7102	7447
Graphics Technician**	120013	12	4397	4609	4832	5068	5315
Helicopter Pilot**	410033	12	6666	6991	7333	7693	8072
Housing Rehabilitation Specialist	230056	12	5417	5681	5962	6254	6557
Industrial/Commercial Water Conservation Representative	610015	12	5242	5492	5747	6021	6305
Interpreter/Translator	150232	12	5604	5912	6199	6495	6806
Laboratory Assistant	620010	12	3659	3833	4010	4197	4391
Laboratory Technician I	620011 <sup>4</sup>	12 <sup>4</sup>	4399	4605	4821	5046	5282
Laboratory Technician II	620012 <sup>4</sup>	12 <sup>4</sup>	4831	5056	5295	5548	5812
Landscape Water Conservation Specialist	610005	12	5227	5476	5737	6008	6293

<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.

\*\*Effective 3/27/2023, by the Tenth Amendment to the Salary Resolution 2022-152.

**EXHIBIT 3**  
**Unit 3 – Non-Supervisory White Collar (FCEA), effective June 19, 2023**

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Law Office Assistant	115021	12	4394	4609	4833	5068	5313
Network Systems Specialist**	125030	12	6781	7106	7449	7805	8184
PAR Program Specialist	410023	12	3781	3957	4141	4337	4541
Paratransit Specialist	320005	12	4027	4217	4416	4615	4831
Park Ranger I* **	410060 <sup>4</sup>	12 <sup>4</sup>	3616	3781	3956	4139	4332
Park Ranger II* **	410061 <sup>4</sup>	12 <sup>4</sup>	3956	4139	4332	4537	4751
Parking Enforcement Officer I**	710120 <sup>4</sup>	12 <sup>4</sup>	3141	3270	3405	3539	3689
Parking Enforcement Officer II**	710121 <sup>4</sup>	12 <sup>4</sup>	3414	3559	3706	3856	4029
Parking Enforcement Officer III**	710122	12	3706	3856	4029	4194	4374
Phlebotomist	410007	12	3659	3833	4010	4197	4391
Planner I**	220005 <sup>3</sup>	6 <sup>3</sup>	5049	5276	5529	5795	6073
Planner II**	220006 <sup>3</sup>	12 <sup>3</sup>	5688	6001	6293	6592	6909
Plans and Permit Technician	220002	12	5325	5574	5827	6113	6404
Plans Examiner	210041	12	5843	6106	6400	6713	7029
Police Data Transcriptionist**	115035	12	4273	4470	4678	4895	5125
Police Support Services Clerk**	115043	12	3547	3711	3882	4062	4250
Police Support Services Technician**	115044	12	3894	4075	4264	4467	4677
Principal Account Clerk	130004	12	4022	4211	4409	4612	4831
Procurement Specialist	140002	12	5051	5293	5542	5806	6083
Program Compliance Officer	640026	12	4319	4532	4753	4984	5227
Programmer/Analyst I**	125020 <sup>4</sup>	12 <sup>4</sup>	5639	5902	6182	6480	6785
Programmer/Analyst II**	125021 <sup>4</sup>	12 <sup>4</sup>	6178	6471	6779	7102	7447
Programmer/Analyst III**	125022	12	6781	7106	7449	7805	8184
Programmer/Analyst IV**	125023	12	7448	7810	8189	8578	8992
Property & Evidence Technician**	145010	12	4344	4548	4761	4986	5221
Radio Dispatcher	120015	12	3711	3878	4040	4218	4391
Rangemaster/Armorer	410035	12	5122	5365	5619	5890	6169

<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.

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

\*\*Effective 3/27/2023, by the Tenth Amendment to the Salary Resolution 2022-152.

**EXHIBIT 3**  
**Unit 3 – Non-Supervisory White Collar (FCEA), effective June 19, 2023**

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Real Estate Finance Specialist I	170001 <sup>4</sup>	12 <sup>4</sup>	4233	4431	4632	4854	5083
Real Estate Finance Specialist II**	170002 <sup>4</sup>	12 <sup>4</sup>	5041	5279	5531	5792	6066
Recreation Specialist**	520005	12	4210	4404	4611	4828	5054
Retirement Counselor I	135050 <sup>4</sup>	12 <sup>4</sup>	4021	4210	4408	4614	4831
Retirement Counselor II	135051 <sup>4</sup>	12 <sup>4</sup>	4420	4626	4844	5073	5313
Safety and Training Specialist	150050	12	4720	4949	5193	5446	5713
Secretary**	110050	12	3828	4006	4193	4386	4594
Senior Account Clerk	130003	12	3664	3830	4006	4195	4392
Senior Administrative Clerk**	110003	12	3497	3660	3828	4006	4193
Senior Call Center Representative**	115072	12	4218	4421	4634	4859	5095
Senior Commercial Building Inspector**	230016	12	6420	6728	7047	7386	7744
Senior Community Revitalization Specialist	230054	12	6092	6378	6675	6998	7337
Senior Community Services Officer**	410027	12	4304	4506	4717	4935	5170
Senior Crime Scene Technician**	410012	12	5122	5365	5619	5890	6169
Senior Customer Services Clerk**	115062	12	4188	4376	4579	4794	5019
Senior Cybersecurity Analyst	125091	12	7446	7808	8186	8576	8990
Senior Deputy City Clerk	115029 <sup>4</sup>	12 <sup>4</sup>	4022	4207	4406	4612	4831
Senior Engineering Technician**	210007	12	5489	5749	6019	6308	6599
Senior Fire Prevention Inspector	420003	12	6092	6378	6675	6998	7337
Senior Laboratory Technician	620013	12	5385	5643	5912	6193	6488
Senior Network Systems Specialist	125031	12	7446	7808	8186	8576	8990
Senior Park Ranger* **	410062	12	4304	4506	4717	4935	5170
Senior Plans Examiner	210042	12	6417	6717	7030	7371	7730
Senior Procurement Specialist	140003	12	5542	5806	6083	6374	6676
Senior Property & Evidence Technician**	145011	12	4761	4986	5221	5465	5726
Senior Records Clerk	110101	12	3664	3833	4011	4198	4391
Senior Secretary	110051	12	4022	4207	4406	4612	4831

<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.

\*Effective 10/3/2022, by the Fourth Amendment to the Salary Resolution No. 2022-152.

\*\*Effective 3/27/2023, by the Tenth Amendment to the Salary Resolution 2022-152.

EXHIBIT 3							
Unit 3 – Non-Supervisory White Collar (FCEA), effective June 19, 2023							
CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Senior Storeskeeper**	145002	12	4344	4548	4761	4986	5221
Senior Utility Service Representative	230092	12	4418	4625	4844	5071	5313
Senior Water Systems Telemetry & Distributed Control Specialist	610022	12	7446	7808	8186	8576	8990
Staff Assistant	150001	12	4028	4217	4417	4616	4832
Storeskeeper	145001	12	3992	4179	4372	4577	4792
Survey Party Technician**	210030	12	4866	5104	5339	5587	5855
Tax/Permit Inspector	135001	12	4726	4949	5175	5430	5686
Traffic Signal Operations Specialist	710150	12	6773	7096	7439	7793	8174
Transit Scheduler	320049	12	6773	7096	7439	7793	8174
Tree Program Specialist	510015	12	4997	5232	5485	5745	6017
Utility Service Representative I	230090 <sup>4</sup>	12 <sup>4</sup>	3663	3832	4009	4197	4391
Utility Service Representative II	230091 <sup>4</sup>	12 <sup>4</sup>	4021	4210	4406	4613	4830
Wastewater Reclamation Coordinator	620035	12	5221	5473	5732	6001	6292
Water Conservation Representative	610001	12	3780	3957	4141	4335	4540
Water Systems Telemetry & Distributed Control Specialist	610021	12	6165	6457	6766	7089	7430

<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.

\*\*Effective 3/27/2023, by the Tenth Amendment to the Salary Resolution 2022-152.