

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.

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.

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	-

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.

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	-

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.

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 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	-

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.

| ~~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	-

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.

| ~~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	-

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.

* 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	3665 <u>3846</u>	3837 <u>4027</u>	4018 <u>4217</u>	4206 <u>4414</u>	4408 <u>4626</u>	-
Senior Water Systems Telemetry & Distributed Control Specialist	610022	12	5851 <u>6483</u>	6136 <u>6799</u>	6384 <u>7074</u>	6740 <u>7468</u>	7065 <u>7829</u>	-
Staff Assistant	150001	12	3425	3586	3755	3925	4109	-
Storeskeeper	145001	12	3300 <u>3475</u>	3455 <u>3638</u>	3615 <u>3806</u>	3784 <u>3984</u>	3962 <u>4172</u>	-
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	5460 <u>5897</u>	5721 <u>6179</u>	5998 <u>6478</u>	6284 <u>6787</u>	6589 <u>7117</u>	-
Transit Scheduler	320049	12	5460 <u>5897</u>	5721 <u>6179</u>	5998 <u>6478</u>	6284 <u>6787</u>	6589 <u>7117</u>	-
Tree Program Specialist	510015	12	4339 <u>4350</u>	4545 <u>4556</u>	4763 <u>4775</u>	4989 <u>5001</u>	5225 <u>5238</u>	-
Utility Service Representative I	230090 ⁴	12 ⁴	3057 <u>3189</u>	3197 <u>3335</u>	3344 <u>3489</u>	3502 <u>3653</u>	3665 <u>3823</u>	-
Utility Service Representative II	230091 ⁴	12 ⁴	3344 <u>3500</u>	3502 <u>3665</u>	3665 <u>3836</u>	3837 <u>4016</u>	4018 <u>4205</u>	-
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	4870 <u>5367</u>	5100 <u>5621</u>	5345 <u>5891</u>	5600 <u>6172</u>	5871 <u>6470</u>	-

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.

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