

EXHIBIT 3

Unit 3 – Non-Supervisory White Collar (FCEA), effective ~~April 15, 2019~~ June 24, 2019

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	F
Account Clerk I	130001 ³	6 ³	<u>2689</u> 2623	<u>2811</u> 2742	<u>2938</u> 2866	<u>3075</u> 3000	<u>3220</u> 3144	-
Account Clerk II	130002 ³	12 ³	<u>2938</u> 2866	<u>3075</u> 3000	<u>3220</u> 3144	<u>3366</u> 3283	<u>3521</u> 3435	-
Accountant-Auditor I	130011 ⁴	12 ⁴	<u>4013</u> 3857	<u>4197</u> 4033	<u>4392</u> 4220	<u>4605</u> 4425	<u>4821</u> 4633	-
Accountant-Auditor II	130012 ⁴	12 ⁴	<u>4647</u> 4466	<u>4862</u> 4672	<u>5099</u> 4900	<u>5341</u> 5133	<u>5594</u> 5376	-
Accounting Technician	130010	12	<u>3521</u> 3435	<u>3687</u> 3597	<u>3861</u> 3766	<u>4039</u> 3940	<u>4231</u> 4127	-
Administrative Clerk I	110001 ³	6 ³	<u>2495</u> 2434	<u>2611</u> 2547	<u>2727</u> 2660	<u>2853</u> 2783	<u>2983</u> 2910	-
Administrative Clerk II	110002 ³	12 ³	<u>2768</u> 2660	<u>2896</u> 2783	<u>3028</u> 2910	<u>3169</u> 3045	<u>3316</u> 3187	-
Airports Operations Officer I	310006 ⁴	12 ⁴	<u>4355</u> 4248	<u>4568</u> 4456	<u>4788</u> 4671	<u>5028</u> 4905	<u>5279</u> 5150	-
Airports Operations Officer II	310009 ⁴	12 ⁴	<u>4788</u> 4671	<u>5028</u> 4905	<u>5279</u> 5150	<u>5544</u> 5408	<u>5821</u> 5679	-
Airports Property Specialist I	175001 ⁴	12 ⁴	<u>4659</u> 4545	<u>4884</u> 4764	<u>5116</u> 4991	<u>5357</u> 5226	<u>5616</u> 5479	-
Airports Property Specialist II	175002 ⁴	12 ⁴	<u>5399</u> 5267	<u>5657</u> 5519	<u>5930</u> 5785	<u>6211</u> 6059	<u>6512</u> 6353	-
Associate Electrical Safety Consultant I	230022	12	<u>5389</u> 5079	<u>5645</u> 5320	<u>5917</u> 5576	<u>6196</u> 5839	<u>6495</u> 6124	-
Associate Electrical Safety Consultant II	230023	12	<u>5645</u> 5320	<u>5917</u> 5576	<u>6196</u> 5839	<u>6495</u> 6124	<u>6809</u> 6417	-
Associate Environmental & Safety Consultant I	230003	12	<u>5389</u> 5079	<u>5645</u> 5320	<u>5917</u> 5576	<u>6196</u> 5839	<u>6495</u> 6124	-
Associate Environmental & Safety Consultant II	230004	12	<u>5645</u> 5320	<u>5917</u> 5576	<u>6196</u> 5839	<u>6495</u> 6124	<u>6809</u> 6417	-
Associate Plumbing & Mechanical Consultant I	230012	12	<u>5389</u> 5079	<u>5645</u> 5320	<u>5917</u> 5576	<u>6196</u> 5839	<u>6495</u> 6124	-
Associate Plumbing & Mechanical Consultant II	230013	12	<u>5645</u> 5320	<u>5917</u> 5576	<u>6196</u> 5839	<u>6495</u> 6124	<u>6809</u> 6417	-
Billing System Specialist	125075	12	<u>3953</u> 3856	<u>4138</u> 4037	<u>4334</u> 4228	<u>4530</u> 4419	<u>4742</u> 4626	-
Budget Technician	135005	12	<u>3577</u> 3489	<u>3743</u> 3651	<u>3919</u> 3823	<u>4103</u> 4002	<u>4297</u> 4192	-
Building Inspector I	230007 ⁴	12 ⁴	<u>4970</u> 4848	<u>5206</u> 5079	<u>5453</u> 5320	<u>5716</u> 5576	<u>5985</u> 5839	-

Building Inspector II	230008 ⁴	12 ⁴	5389 5079	5645 5320	5917 5576	6196 5839	6495 6121	-
Building Inspector III	230009	12	5645 5320	5917 5576	6196 5839	6495 6121	6809 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.

~~4/11/2019~~ ~~6/24/2019~~ ~~Eleventh~~ ~~Twelfth~~ Council Amendment
Supersedes ~~Tenth~~ ~~Eleventh~~ Council Amendment

EXHIBIT 3

Unit 3 – Non-Supervisory White Collar (FCEA), effective **April 15, 2019** **June 24, 2019**

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	F
Call Center Representative I	115070 ³	6 ³	<u>2938</u> 2866	<u>3075</u> 3000	<u>3226</u> 3147	<u>3366</u> 3283	<u>3521</u> 3435	-
Call Center Representative II	115071 ³	12 ³	<u>3220</u> 3141	<u>3366</u> 3283	<u>3521</u> 3435	<u>3687</u> 3597	<u>3861</u> 3766	-
Central Printing Clerk	120005	12	<u>2768</u> 2660	<u>2896</u> 2783	<u>3028</u> 2910	<u>3169</u> 3045	<u>3316</u> 3187	-
Chemist	620020	12	<u>4735</u> 4619	<u>4964</u> 4842	<u>5199</u> 5072	<u>5447</u> 5314	<u>5707</u> 5567	-
City Records Specialist	115025	12	<u>3577</u> 3489	<u>3743</u> 3651	<u>3919</u> 3823	<u>4103</u> 4002	<u>4297</u> 4192	-
Commercial Building Inspector	230015	12	<u>5389</u> 5079	<u>5645</u> 5320	<u>5917</u> 5576	<u>6196</u> 5839	<u>6495</u> 6121	-
Community Recreation Assistant	520010	12	<u>3014</u> 2896	<u>3149</u> 3026	<u>3280</u> 3152	<u>3412</u> 3278	<u>3562</u> 3423	-
Community Revitalization Specialist	230053	12	<u>4850</u> 4731	<u>5083</u> 4959	<u>5328</u> 5198	<u>5619</u> 5481	<u>5853</u> 5710	-
Community Revitalization Technician	230059	12	<u>3374</u> 3291	<u>3531</u> 3444	<u>3695</u> 3604	<u>3870</u> 3775	<u>4052</u> 3953	-
Community Services Officer I	410025 ⁴	12 ⁴	<u>3131</u> 3008	<u>3274</u> 3146	<u>3425</u> 3291	<u>3584</u> 3444	<u>3751</u> 3604	-
Community Services Officer II	410026 ⁴	12 ⁴	<u>3425</u> 3291	<u>3584</u> 3444	<u>3751</u> 3604	<u>3928</u> 3775	<u>4114</u> 3953	-
Computer Systems Specialist I	125010 ⁴	12 ⁴	<u>4249</u> 4145	<u>4447</u> 4338	<u>4658</u> 4544	<u>4882</u> 4762	<u>5113</u> 4988	-
Computer Systems Specialist II	125011 ⁴	12 ⁴	<u>5375</u> 4870	<u>5629</u> 5100	<u>5898</u> 5345	<u>6180</u> 5600	<u>6480</u> 5871	-
Computer Systems Specialist III	125012	12	<u>5933</u> 5460	<u>6217</u> 5721	<u>6517</u> 5998	<u>6829</u> 6284	<u>7160</u> 6589	-
Construction Compliance Specialist	150055	12	<u>4159</u> 4057	<u>4349</u> 4242	<u>4556</u> 4444	<u>4773</u> 4656	<u>4996</u> 4874	-
Crime Scene Technician I	410010 ⁴	12 ⁴	<u>3980</u> 3882	<u>4166</u> 4064	<u>4362</u> 4255	<u>4570</u> 4458	<u>4787</u> 4670	-
Crime Scene Technician II	410011 ⁴	12 ⁴	<u>4362</u> 4255	<u>4570</u> 4458	<u>4787</u> 4670	<u>5014</u> 4891	<u>5256</u> 5127	-
Crime Specialist	410008	12	<u>4992</u> 4870	<u>5228</u> 5100	<u>5479</u> 5345	<u>5740</u> 5600	<u>6018</u> 5871	-
Customer Services Clerk I	115060 ³	6 ³	<u>2941</u> 2869	<u>3074</u> 2999	<u>3214</u> 3135	<u>3364</u> 3281	<u>3521</u> 3435	-
Customer Services Clerk II	115061 ³	12 ³	<u>3221</u> 3142	<u>3372</u> 3289	<u>3531</u> 3444	<u>3690</u> 3600	<u>3861</u> 3766	-
Deputy City Clerk	115028*	12	<u>3169</u> 3045	<u>3316</u> 3187	<u>3470</u> 3334	<u>3631</u> 3489	<u>3799</u> 3651	-
Development Services Coordinator	230057	12	<u>4915</u> 4724	<u>5185</u> 4983	<u>5437</u> 5225	<u>5697</u> 5475	<u>5970</u> 5737	-
Digital Forensics Analyst	410050	12	<u>6555</u>	<u>6883</u>	<u>7227</u>	<u>7588</u>	<u>7967</u>	-

			6256	6569	6897	7241	7603	
Emergency Services Dispatcher I	410001 ⁵	12 ⁵	3729 3638	3880 3785	4041 3942	4227 4123	4404 4296	-
Emergency Services Dispatcher II	410002 ⁵	12 ⁵	4100 4000	4294 4189	4499 4389	4711 4596	4927 4806	-
Emergency Services Dispatcher III	410003	12	4583 4471	4793 4676	5026 4903	5258 5129	5507 5372	-

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

~~4/11/2019~~~~6/24/2019~~ ~~Eleventh~~ ~~Twelfth~~ Council Amendment
Supersedes ~~Seventh~~ ~~Eleventh~~ Council Amendment

EXHIBIT 3

Unit 3 – Non-Supervisory White Collar (FCEA), effective [April 15, 2019](#) [June 24, 2019](#)

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	F
Engineer I	210015 ⁴	12 ⁴	<u>5605</u> 4614	<u>5868</u> 4830	<u>6144</u> 5058	<u>6441</u> 5302	<u>6738</u> 5546	-
Engineer II	210016 ⁴	12 ⁴	<u>6148</u> 5339	<u>6430</u> 5584	<u>6739</u> 5852	<u>7057</u> 6128	<u>7411</u> 6436	-
Engineering Aide I	210001 ³	6 ³	<u>3113</u> 3037	<u>3251</u> 3171	<u>3400</u> 3317	<u>3558</u> 3471	<u>3727</u> 3636	-
Engineering Aide II	210002 ³	12 ³	<u>3636</u> 3488	<u>3806</u> 3651	<u>3979</u> 3816	<u>4164</u> 3994	<u>4366</u> 4188	-
Engineering Inspector I	230075 ⁴	12 ⁴	<u>4789</u> 4500	<u>5033</u> 4729	<u>5260</u> 4942	<u>5508</u> 5175	<u>5775</u> 5426	-
Engineering Inspector II	230076 ⁴	12 ⁴	<u>5239</u> 4918	<u>5486</u> 5150	<u>5751</u> 5398	<u>6025</u> 5656	<u>6314</u> 5927	-
Engineering Technician I	210005 ⁴	12 ⁴	<u>3657</u> 3567	<u>3828</u> 3734	<u>4012</u> 3914	<u>4192</u> 4089	<u>4389</u> 4284	-
Engineering Technician II	210006 ⁴	12 ⁴	<u>4279</u> 3994	<u>4487</u> 4188	<u>4694</u> 4382	<u>4912</u> 4586	<u>5148</u> 4806	-
Environmental Control Officer	620001	12	<u>4671</u> 4557	<u>4894</u> 4774	<u>5120</u> 4995	<u>5364</u> 5233	<u>5617</u> 5480	-
Facilities Construction Specialist	230085	12	<u>4773</u> 4656	<u>4995</u> 4873	<u>5234</u> 5106	<u>5482</u> 5348	<u>5746</u> 5605	-
Fire Prevention Inspector I	420001 ⁴	12 ⁴	<u>4218</u> 4115	<u>4416</u> 4308	<u>4617</u> 4504	<u>4843</u> 4724	<u>5074</u> 4950	-
Fire Prevention Inspector II	420002 ⁴	12 ⁴	<u>4862</u> 4743	<u>5083</u> 4959	<u>5328</u> 5198	<u>5589</u> 5452	<u>5853</u> 5710	-
Fleet Operations Specialist	710105	12	<u>4460</u> 4351	<u>4668</u> 4554	<u>4893</u> 4773	<u>5123</u> 4998	<u>5369</u> 5238	-
Geographic Information System (GIS) Specialist	125025	12	<u>5933</u> 5460	<u>6217</u> 5721	<u>6517</u> 5998	<u>6829</u> 6284	<u>7160</u> 6589	-
Graphics Technician	120013	12	<u>3840</u> 3746	<u>4026</u> 3927	<u>4222</u> 4119	<u>4426</u> 4318	<u>4643</u> 4529	-
Helicopter Pilot	410033	12	<u>5849</u> 5706	<u>6134</u> 5984	<u>6436</u> 6279	<u>6751</u> 6586	<u>7083</u> 6910	-
Housing Rehabilitation Specialist	230056	12	<u>4835</u> 4717	<u>5071</u> 4947	<u>5321</u> 5191	<u>5582</u> 5445	<u>5853</u> 5710	-
Industrial/Commercial Water Conservation Representative	610015	12	<u>4679</u> 4564	<u>4902</u> 4782	<u>5129</u> 5003	<u>5373</u> 5241	<u>5627</u> 5489	-
Laboratory Assistant	620010	12	<u>3265</u> 3185	<u>3420</u> 3336	<u>3578</u> 3490	<u>3745</u> 3653	<u>3919</u> 3823	-
Laboratory Technician I	620011 ⁴	12 ⁴	<u>3925</u> 3829	<u>4109</u> 4008	<u>4302</u> 4197	<u>4504</u> 4394	<u>4715</u> 4600	-
Laboratory Technician II	620012 ⁴	12 ⁴	<u>4312</u> 4206	<u>4513</u> 4402	<u>4725</u> 4609	<u>4952</u> 4831	<u>5187</u> 5060	-
Landscape Water Conservation Specialist	610005	12	<u>4665</u> 4551	<u>4887</u> 4767	<u>5120</u> 4995	<u>5363</u> 5232	<u>5617</u> 5480	-

- 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.

~~4/11/2019~~ ~~6/24/2019~~ ~~Eleventh~~ ~~Twelfth~~ Council Amendment
Supersedes ~~Tenth~~ ~~Eleventh~~ Council Amendment

EXHIBIT 3
Unit 3 – Non-Supervisory White Collar (FCEA), effective ~~November 12, 2018~~–June 24, 2019

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	F
Law Office Assistant	115021	12	3795 3702	3979 3881	4173 4071	4376 4269	4588 4476	-
Network Systems Specialist	125030	12	5933 5460	6217 5721	6517 5998	6829 6284	7160 6589	-
PAR Program Specialist	410023	12	3374 3291	3531 3444	3695 3604	3870 3775	4052 3953	-
Paratransit Specialist	320005	12	3594 3506	3763 3671	3941 3844	4119 4018	4312 4206	-
Parking Controller I	710120 ⁴	12 ⁴	2680 2575	2790 2680	2905 2792	3020 2902	3149 3026	-
Parking Controller II	710121 ⁴	12 ⁴	2913 2799	3036 2917	3161 3037	3289 3160	3439 3305	-
Parking Controller III	710122	12	3161 3037	3289 3160	3439 3305	3578 3438	3733 3587	-
Phlebotomist	410007	12	3265 3122	3420 3270	3578 3421	3745 3581	3919 3748	-
Planner I	220005 ³	6 ³	4439 4038	4640 4221	4861 4423	5095 4635	5339 4857	-
Planner II	220006 ³	12 ³	5001 4724	5276 4983	5532 5225	5797 5475	6075 5737	-
Plans and Permit Technician	220002	12	4752 4362	4975 4567	5201 4775	5456 5008	5716 5247	-
Plans Examiner	210041	12	5214 4910	5450 5133	5713 5380	5992 5643	6275 5910	-
Police Data Transcriptionist	115035	12	3703 3612	3873 3778	4053 3954	4241 4137	4441 4332	-
Police Support Services Clerk	115043	12	3084 3008	3225 3146	3374 3291	3531 3444	3695 3604	-
Police Support Services Technician	115044	12	3374 3291	3531 3444	3695 3604	3870 3775	4052 3953	-
Principal Account Clerk	130004	12	3521 3435	3687 3597	3861 3766	4039 3940	4231 4127	-
Procurement Specialist	140002	12	4508 4398	4723 4607	4946 4825	5181 5054	5430 5297	-
Program Compliance Officer	640026	12	3854 3760	4044 3945	4241 4137	4448 4339	4665 4551	-
Programmer/Analyst I	125020 ⁴	12 ⁴	4249 4145	4447 4338	4658 4544	4882 4762	5113 4988	-
Programmer/Analyst II	125021 ⁴	12 ⁴	5375 4870	5629 5100	5898 5345	6180 5600	6480 5871	-
Programmer/Analyst III	125022	12	5933 5460	6217 5721	6517 5998	6829 6284	7160 6589	-
Programmer/Analyst IV	125023	12	6484 5851	6800 6136	7129 6433	7469 6740	7829 7065	-
Property & Evidence Technician	145010	12	3762 3615	3938 3784	4123 3962	4319 4150	4521 4344	-

Radio Dispatcher	120015	12	3312 3231	3461 3376	3605 3517	3764 3672	3919 3823	-
Rangemaster/Armorer	410035	12	4570 4458	4787 4670	5014 4891	5256 5127	5505 5370	-
Real Estate Finance Specialist I	170001 ⁴	12 ⁴	3777 3684	3954 3857	4134 4033	4331 4225	4536 4425	-
Real Estate Finance Specialist II	170002 ⁴	12 ⁴	4365 4195	4572 4394	4790 4603	5016 4820	5254 5049	-

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~~11/12/2018~~6/24/2019 ~~Seventh~~-Twelfth Council Amendment
Supersedes ~~Original~~Seventh

EXHIBIT 3

Unit 3 – Non-Supervisory White Collar (FCEA), effective ~~November 12, 2018~~ June 24, 2019

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	F
Recreation Specialist	520005	12	<u>3645</u> 3503	<u>3813</u> 3665	<u>3993</u> 3837	<u>4181</u> 4018	<u>4377</u> 4206	-
Retirement Counselor I	135050 ⁴	12 ⁴	<u>3588</u> 3500	<u>3757</u> 3665	<u>3934</u> 3838	<u>4118</u> 4017	<u>4312</u> 4206	-
Retirement Counselor II	135051 ⁴	12 ⁴	<u>3945</u> 3848	<u>4129</u> 4028	<u>4323</u> 4217	<u>4527</u> 4416	<u>4742</u> 4626	-
Safety and Training Specialist	150050	12	<u>4212</u> 4109	<u>4417</u> 4309	<u>4635</u> 4524	<u>4861</u> 4742	<u>5099</u> 4974	-
Secretary	110050	12	<u>3316</u> 3187	<u>3470</u> 3334	<u>3631</u> 3489	<u>3799</u> 3654	<u>3979</u> 3823	-
Senior Account Clerk	130003	12	<u>3220</u> 3144	<u>3366</u> 3283	<u>3521</u> 3435	<u>3687</u> 3597	<u>3861</u> 3766	-
Senior Administrative Clerk	110003	12	<u>3028</u> 2910	<u>3169</u> 3045	<u>3316</u> 3187	<u>3470</u> 3334	<u>3631</u> 3489	-
Senior Call Center Representative	115072	12	<u>3708</u> 3563	<u>3886</u> 3734	<u>4074</u> 3915	<u>4272</u> 4105	<u>4480</u> 4305	-
Senior Commercial Building Inspector	230016	12	<u>5645</u> 5320	<u>5917</u> 5576	<u>6196</u> 5839	<u>6495</u> 6124	<u>6809</u> 6417	-
Senior Community Revitalization Specialist	230054	12	<u>5437</u> 5304	<u>5692</u> 5553	<u>5958</u> 5812	<u>6246</u> 6093	<u>6549</u> 6389	-
Senior Community Services Officer	410027	12	<u>3674</u> 3531	<u>3845</u> 3695	<u>4026</u> 3868	<u>4212</u> 4048	<u>4413</u> 4241	-
Senior Crime Scene Technician	410012	12	<u>4570</u> 4458	<u>4787</u> 4670	<u>5014</u> 4894	<u>5256</u> 5127	<u>5505</u> 5370	-
Senior Customer Services Clerk	115062	12	<u>3681</u> 3591	<u>3847</u> 3753	<u>4026</u> 3927	<u>4215</u> 4112	<u>4413</u> 4305	-
Senior Deputy City Clerk	115029*	12	<u>3589</u> 3489	<u>3755</u> 3654	<u>3932</u> 3823	<u>4116</u> 4002	<u>4312</u> 4192	-
Senior Engineering Technician	210007	12	<u>4827</u> 4614	<u>5054</u> 4830	<u>5292</u> 5058	<u>5547</u> 5302	<u>5802</u> 5546	-
Senior Fire Prevention Inspector	420003	12	<u>5437</u> 5304	<u>5692</u> 5553	<u>5958</u> 5812	<u>6246</u> 6093	<u>6549</u> 6389	-
Senior Laboratory Technician	620013	12	<u>4806</u> 4688	<u>5037</u> 4914	<u>5276</u> 5147	<u>5527</u> 5392	<u>5791</u> 5649	-
Senior Network Systems Specialist	125031	12	<u>6646</u> 6483	<u>6969</u> 6799	<u>7307</u> 7128	<u>7655</u> 7468	<u>8025</u> 7829	-
Senior Plans Examiner	210042	12	<u>5727</u> 5437	<u>5996</u> 5692	<u>6276</u> 5958	<u>6579</u> 6246	<u>6899</u> 6549	-
Senior Procurement Specialist	140003	12	<u>4946</u> 4825	<u>5181</u> 5054	<u>5430</u> 5297	<u>5689</u> 5550	<u>5959</u> 5813	-
Senior Property & Evidence Technician	145011	12	<u>4123</u> 3962	<u>4319</u> 4150	<u>4521</u> 4344	<u>4733</u> 4548	<u>4960</u> 4767	-
Senior Records Clerk	110101	12	<u>3169</u> 3045	<u>3316</u> 3187	<u>3470</u> 3334	<u>3631</u> 3489	<u>3799</u> 3654	-

Senior Secretary	110051	12	3589 3489	3755 3651	3932 3823	4116 4002	4312 4192	-
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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

~~11/12/2018~~ ~~6/24/2019~~ ~~Seventh~~ ~~Twelfth~~ Council Amendment
Supersedes ~~Original~~ ~~Seventh~~

EXHIBIT 3

Unit 3 – Non-Supervisory White Collar (FCEA) , effective ~~November 12, 2018~~ June 24, 2019

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	F
Senior Storeskeeper	145002	12	3762 <u>3615</u>	3938 <u>3784</u>	4123 <u>3962</u>	4319 <u>4150</u>	4521 <u>4344</u>	-
Senior Utility Service Representative	230092	12	3943 <u>3846</u>	4128 <u>4027</u>	4323 <u>4217</u>	4525 <u>4414</u>	4742 <u>4626</u>	-
Senior Water Systems Telemetry & Distributed Control Specialist	610022	12	6646 <u>6483</u>	6969 <u>6799</u>	7251 <u>7074</u>	7655 <u>7468</u>	8025 <u>7829</u>	-
Staff Assistant	150001	12	3564 <u>3425</u>	3731 <u>3586</u>	3908 <u>3755</u>	4084 <u>3925</u>	4276 <u>4109</u>	-
Storeskeeper	145001	12	3562 <u>3475</u>	3729 <u>3638</u>	3902 <u>3806</u>	4084 <u>3984</u>	4277 <u>4172</u>	-
Survey Party Technician	210030	12	4279 <u>3994</u>	4487 <u>4188</u>	4694 <u>4382</u>	4912 <u>4586</u>	5148 <u>4806</u>	-
Tax/Permit Inspector	135001	12	4218 <u>4113</u>	4417 <u>4307</u>	4618 <u>4503</u>	4845 <u>4724</u>	5075 <u>4949</u>	-
Traffic Signal Operations Specialist	710150	12	6045 <u>5897</u>	6334 <u>6179</u>	6640 <u>6478</u>	6957 <u>6787</u>	7295 <u>7117</u>	-
Transit Scheduler	320049	12	6045 <u>5897</u>	6334 <u>6179</u>	6640 <u>6478</u>	6957 <u>6787</u>	7295 <u>7117</u>	-
Tree Program Specialist	510015	12	4459 <u>4350</u>	4670 <u>4556</u>	4895 <u>4775</u>	5127 <u>5004</u>	5369 <u>5238</u>	-
Utility Service Representative I	230090 ⁴	12 ⁴	3269 <u>3189</u>	3419 <u>3335</u>	3577 <u>3489</u>	3745 <u>3653</u>	3919 <u>3823</u>	-
Utility Service Representative II	230091 ⁴	12 ⁴	3588 <u>3500</u>	3757 <u>3665</u>	3932 <u>3836</u>	4117 <u>4016</u>	4311 <u>4205</u>	-
Wastewater Reclamation Coordinator	620035	12	4659 <u>4545</u>	4884 <u>4764</u>	5116 <u>4994</u>	5357 <u>5226</u>	5616 <u>5479</u>	-
Water Conservation Representative	610001	12	3373 <u>3290</u>	3531 <u>3444</u>	3695 <u>3604</u>	3869 <u>3774</u>	4051 <u>3952</u>	-
Water Systems Telemetry & Distributed Control Specialist	610021	12	5502 <u>5367</u>	5762 <u>5624</u>	6039 <u>5894</u>	6327 <u>6172</u>	6632 <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.

~~11/12/2018~~ 6/24/2019 ~~Seventh~~-Twelfth Council Amendment
Supersedes ~~Original~~ Seventh