

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

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	F
Account Clerk I	130001 ³	6 ³	2689	2811	2938	3075	3220	-
Account Clerk II	130002 ³	12 ³	2938	3075	3220	3366	3521	-
Accountant-Auditor I	130011 ⁴	12 ⁴	4013	4197	4392	4605	4821	-
Accountant-Auditor II	130012 ⁴	12 ⁴	4647	4862	5099	5341	5594	-
Accounting Technician	130010	12	3521	3687	3861	4039	4231	-
Administrative Clerk I	110001 ³	6 ³	2495	2611	2727	2853	2983	-
Administrative Clerk II	110002 ³	12 ³	2768	2896	3028	3169	3316	-
Airports Operations Officer I	310006 ⁴	12 ⁴	4355	4568	4788	5028	5279	-
Airports Operations Officer II	310009 ⁴	12 ⁴	4788	5028	5279	5544	5821	-
Airports Property Specialist I	175001 ⁴	12 ⁴	4659	4884	5116	5357	5616	-
Airports Property Specialist II	175002 ⁴	12 ⁴	5399	5657	5930	6211	6512	-
Associate Electrical Safety Consultant I	230022	12	5389	5645	5917	6196	6495	-
Associate Electrical Safety Consultant II	230023	12	5645	5917	6196	6495	6809	-
Associate Environmental & Safety Consultant I	230003	12	5389	5645	5917	6196	6495	-
Associate Environmental & Safety Consultant II	230004	12	5645	5917	6196	6495	6809	-
Associate Plumbing & Mechanical Consultant I	230012	12	5389	5645	5917	6196	6495	-
Associate Plumbing & Mechanical Consultant II	230013	12	5645	5917	6196	6495	6809	-
Billing System Specialist	125075	12	3953	4138	4334	4530	4742	-
Budget Technician	135005	12	3577	3743	3919	4103	4297	-
Building Inspector I	230007 ⁴	12 ⁴	4970	5206	5453	5716	5985	-
Building Inspector II	230008 ⁴	12 ⁴	5389	5645	5917	6196	6495	-
Building Inspector III	230009	12	5645	5917	6196	6495	6809	-

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6/24/2019 Twelfth Council Amendment
 Supersedes Eleventh Council Amendment

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CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	F
Call Center Representative I	115070 ³	6 ³	2938	3075	3226	3366	3521	-
Call Center Representative II	115071 ³	12 ³	3220	3366	3521	3687	3861	-
Central Printing Clerk	120005	12	2768	2896	3028	3169	3316	-
Chemist	620020	12	4735	4964	5199	5447	5707	-
City Records Specialist	115025	12	3577	3743	3919	4103	4297	-
Commercial Building Inspector	230015	12	5389	5645	5917	6196	6495	-
Community Recreation Assistant	520010	12	3014	3149	3280	3412	3562	-
Community Revitalization Specialist	230053	12	4850	5083	5328	5619	5853	-
Community Revitalization Technician	230059	12	3374	3531	3695	3870	4052	-
Community Services Officer I	410025 ⁴	12 ⁴	3131	3274	3425	3584	3751	-
Community Services Officer II	410026 ⁴	12 ⁴	3425	3584	3751	3928	4114	-
Computer Systems Specialist I	125010 ⁴	12 ⁴	4249	4447	4658	4882	5113	-
Computer Systems Specialist II	125011 ⁴	12 ⁴	5375	5629	5898	6180	6480	-
Computer Systems Specialist III	125012	12	5933	6217	6517	6829	7160	-
Construction Compliance Specialist	150055	12	4159	4349	4556	4773	4996	-
Crime Scene Technician I	410010 ⁴	12 ⁴	3980	4166	4362	4570	4787	-
Crime Scene Technician II	410011 ⁴	12 ⁴	4362	4570	4787	5014	5256	-
Crime Specialist	410008	12	4992	5228	5479	5740	6018	-
Customer Services Clerk I	115060 ³	6 ³	2941	3074	3214	3364	3521	-
Customer Services Clerk II	115061 ³	12 ³	3221	3372	3531	3690	3861	-
Deputy City Clerk	115028*	12	3169	3316	3470	3631	3799	-
Development Services Coordinator	230057	12	4915	5185	5437	5697	5970	-
Digital Forensics Analyst	410050	12	6555	6883	7227	7588	7967	-
Emergency Services Dispatcher I	410001 ⁵	12 ⁵	3729	3880	4041	4227	4404	-
Emergency Services Dispatcher II	410002 ⁵	12 ⁵	4100	4294	4499	4711	4927	-
Emergency Services Dispatcher III	410003	12	4583	4793	5026	5258	5507	-

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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

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CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	F
Engineer I	210015 ⁴	12 ⁴	5605	5868	6144	6441	6738	-
Engineer II	210016 ⁴	12 ⁴	6148	6430	6739	7057	7411	-
Engineering Aide I	210001 ³	6 ³	3113	3251	3400	3558	3727	-
Engineering Aide II	210002 ³	12 ³	3636	3806	3979	4164	4366	-
Engineering Inspector I	230075 ⁴	12 ⁴	4789	5033	5260	5508	5775	-
Engineering Inspector II	230076 ⁴	12 ⁴	5239	5486	5751	6025	6314	-
Engineering Technician I	210005 ⁴	12 ⁴	3657	3828	4012	4192	4389	-
Engineering Technician II	210006 ⁴	12 ⁴	4279	4487	4694	4912	5148	-
Environmental Control Officer	620001	12	4671	4894	5120	5364	5617	-
Facilities Construction Specialist	230085	12	4773	4995	5234	5482	5746	-
Fire Prevention Inspector I	420001 ⁴	12 ⁴	4218	4416	4617	4843	5074	-
Fire Prevention Inspector II	420002 ⁴	12 ⁴	4862	5083	5328	5589	5853	-
Fleet Operations Specialist	710105	12	4460	4668	4893	5123	5369	-
Geographic Information System (GIS) Specialist	125025	12	5933	6217	6517	6829	7160	-
Graphics Technician	120013	12	3840	4026	4222	4426	4643	-
Helicopter Pilot	410033	12	5849	6134	6436	6751	7083	-
Housing Rehabilitation Specialist	230056	12	4835	5071	5321	5582	5853	-
Industrial/Commercial Water Conservation Representative	610015	12	4679	4902	5129	5373	5627	-
Laboratory Assistant	620010	12	3265	3420	3578	3745	3919	-
Laboratory Technician I	620011 ⁴	12 ⁴	3925	4109	4302	4504	4715	-
Laboratory Technician II	620012 ⁴	12 ⁴	4312	4513	4725	4952	5187	-
Landscape Water Conservation Specialist	610005	12	4665	4887	5120	5363	5617	-

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CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	F
Law Office Assistant	115021	12	3795	3979	4173	4376	4588	-
Network Systems Specialist	125030	12	5933	6217	6517	6829	7160	-
PAR Program Specialist	410023	12	3374	3531	3695	3870	4052	-
Paratransit Specialist	320005	12	3594	3763	3941	4119	4312	-
Parking Controller I	710120 ⁴	12 ⁴	2680	2790	2905	3020	3149	-
Parking Controller II	710121 ⁴	12 ⁴	2913	3036	3161	3289	3439	-
Parking Controller III	710122	12	3161	3289	3439	3578	3733	-
Phlebotomist	410007	12	3265	3420	3578	3745	3919	-
Planner I	220005 ³	6 ³	4439	4640	4861	5095	5339	-
Planner II	220006 ³	12 ³	5001	5276	5532	5797	6075	-
Plans and Permit Technician	220002	12	4752	4975	5201	5456	5716	-
Plans Examiner	210041	12	5214	5450	5713	5992	6275	-
Police Data Transcriptionist	115035	12	3703	3873	4053	4241	4441	-
Police Support Services Clerk	115043	12	3084	3225	3374	3531	3695	-
Police Support Services Technician	115044	12	3374	3531	3695	3870	4052	-
Principal Account Clerk	130004	12	3521	3687	3861	4039	4231	-
Procurement Specialist	140002	12	4508	4723	4946	5181	5430	-
Program Compliance Officer	640026	12	3854	4044	4241	4448	4665	-
Programmer/Analyst I	125020 ⁴	12 ⁴	4249	4447	4658	4882	5113	-
Programmer/Analyst II	125021 ⁴	12 ⁴	5375	5629	5898	6180	6480	-
Programmer/Analyst III	125022	12	5933	6217	6517	6829	7160	-
Programmer/Analyst IV	125023	12	6484	6800	7129	7469	7829	-
Property & Evidence Technician	145010	12	3762	3938	4123	4319	4521	-
Radio Dispatcher	120015	12	3312	3461	3605	3764	3919	-
Rangemaster/Armorer	410035	12	4570	4787	5014	5256	5505	-
Real Estate Finance Specialist I	170001 ⁴	12 ⁴	3777	3954	4134	4331	4536	-
Real Estate Finance Specialist II	170002 ⁴	12 ⁴	4365	4572	4790	5016	5254	-

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CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	F
Recreation Specialist	520005	12	3645	3813	3993	4181	4377	-
Retirement Counselor I	135050 ⁴	12 ⁴	3588	3757	3934	4118	4312	-
Retirement Counselor II	135051 ⁴	12 ⁴	3945	4129	4323	4527	4742	-
Safety and Training Specialist	150050	12	4212	4417	4635	4861	5099	-
Secretary	110050	12	3316	3470	3631	3799	3979	-
Senior Account Clerk	130003	12	3220	3366	3521	3687	3861	-
Senior Administrative Clerk	110003	12	3028	3169	3316	3470	3631	-
Senior Call Center Representative	115072	12	3708	3886	4074	4272	4480	-
Senior Commercial Building Inspector	230016	12	5645	5917	6196	6495	6809	-
Senior Community Revitalization Specialist	230054	12	5437	5692	5958	6246	6549	-
Senior Community Services Officer	410027	12	3674	3845	4026	4212	4413	-
Senior Crime Scene Technician	410012	12	4570	4787	5014	5256	5505	-
Senior Customer Services Clerk	115062	12	3681	3847	4026	4215	4413	-
Senior Deputy City Clerk	115029*	12	3589	3755	3932	4116	4312	-
Senior Engineering Technician	210007	12	4827	5054	5292	5547	5802	-
Senior Fire Prevention Inspector	420003	12	5437	5692	5958	6246	6549	-
Senior Laboratory Technician	620013	12	4806	5037	5276	5527	5791	-
Senior Network Systems Specialist	125031	12	6646	6969	7307	7655	8025	-
Senior Plans Examiner	210042	12	5727	5996	6276	6579	6899	-
Senior Procurement Specialist	140003	12	4946	5181	5430	5689	5959	-
Senior Property & Evidence Technician	145011	12	4123	4319	4521	4733	4960	-
Senior Records Clerk	110101	12	3169	3316	3470	3631	3799	-
Senior Secretary	110051	12	3589	3755	3932	4116	4312	-

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CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	F
Senior Storeskeeper	145002	12	3762	3938	4123	4319	4521	-
Senior Utility Service Representative	230092	12	3943	4128	4323	4525	4742	-
Senior Water Systems Telemetry & Distributed Control Specialist	610022	12	6646	6969	7251	7655	8025	-
Staff Assistant	150001	12	3564	3731	3908	4084	4276	-
Storeskeeper	145001	12	3562	3729	3902	4084	4277	-
Survey Party Technician	210030	12	4279	4487	4694	4912	5148	-
Tax/Permit Inspector	135001	12	4218	4417	4618	4845	5075	-
Traffic Signal Operations Specialist	710150	12	6045	6334	6640	6957	7295	-
Transit Scheduler	320049	12	6045	6334	6640	6957	7295	-
Tree Program Specialist	510015	12	4459	4670	4895	5127	5369	-
Utility Service Representative I	230090 ⁴	12 ⁴	3269	3419	3577	3745	3919	-
Utility Service Representative II	230091 ⁴	12 ⁴	3588	3757	3932	4117	4311	-
Wastewater Reclamation Coordinator	620035	12	4659	4884	5116	5357	5616	-
Water Conservation Representative	610001	12	3373	3531	3695	3869	4051	-
Water Systems Telemetry & Distributed Control Specialist	610021	12	5502	5762	6039	6327	6632	-

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