

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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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.

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

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 |
|-------------------------------------|---------------------|-----------------|------|------|------|------|------|---|
| 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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|---|---------------------|-----------------|------|------|------|------|------|---|
| 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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*6/24/2019 Twelfth Council Amendment
 Supersedes Eleventh Council Amendment*

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 |
|------------------------------------|---------------------|-----------------|------|------|------|------|------|---|
| 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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|--|---------------------|-----------------|------|------|------|------|------|---|
| 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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* New class effective July 23, 2018

6/24/2019 Twelfth Council Amendment
Supersedes Seventh

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 |
|---|---------------------|-----------------|------|------|------|------|------|---|
| 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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