

POSTING IS REQUIRED

Classification Notice No. 1325

To: Agency Heads and Employees
From: Jeff Dolan, Personnel Director
Date: March 19, 2010
Subject: Pay Survey 2010 Proposed Change to the Classification and Pay Plan

The proposed changes amend the Classification and Pay Plan. Based upon a market analysis it is recommended that changes be made to the Classification and Pay Plan which includes range and step adjustments and pay grade changes.

Per Career Service Rule 8-43 C), "Pay survey adjustments shall be applied to the occupational groups as established in the Denver Revised Municipal Code." The Denver Revised Municipal Code requires the Mayor and City Council to accept, reject or modify any pay recommendations made by the Career Service Board no later than July 1 of each year. The implementation of the 2010 Pay Survey recommendations shall be consistent with ordinance provisions.

The proposed changes shall be posted on the appropriate bulletin boards, on the CSA Website at <http://www.denvergov.org/PublicNoticesandAnnouncements/ClassificationNotices/tabid/433577/Default.aspx>, and distributed electronically by CCD E-mail.

Public Notice of Changes:

There will be a public hearing held by the Career Service Board for comments on the 2010 pay survey recommendations on **Thursday, April 1, 2010, at 5:15 p.m.** at the Webb Municipal Building, 201 W. Colfax Ave., Room 4.F.2

Anyone wishing to be heard by the Board should call **720-913-5168** no later than noon the day before the hearing to schedule a presentation.

2010 Pay Survey Market Adjustments

Career Service Authority (CSA) has completed the annual market study of prevailing wages in the Denver metropolitan area. The City Charter and the Denver Revised Municipal Code (DRMC) require the survey to be completed with the findings and recommendations provided to the Career Service Board, the Mayor and City Council.

The annual pay survey analysis ensures that the city's pay ranges are competitive with comparable jobs in both the Denver metropolitan area and the national markets. When the market data indicates the City's pay for an occupational group has fallen behind the market, CSA recommends a structure increase for the occupational group. If the City's rates are above the market, CSA recommends no change.

Individual classifications may also be adjusted, or "bumped," to a higher pay grade based on the results of the market analysis. The classification must be 10% - 15% behind the market to be considered for a bump.

The occupational group adjustments are not designed to deliver a pay increase with one exception, when an employee's pay falls below step one of the adjusted pay range, the employee will move to the new step one, which will result in an increase. Occupational group adjustments recommended in the 2010 Pay Survey will be effective on July 1, 2010 in accordance with DRMC.

A pay increase is granted when a classification is "bumped" to a higher pay grade as a result of a pay survey adjustment. The pay increase is equal to approximately 4.55% for each pay grade bump upwards.

In May 2009, City Council approved an ordinance that provided an effective date of January 1 of the following year for pay grade bumps

associated with the annual Pay Survey. Pay grade bumps recommended in the 2010 Pay Survey will be effective on January 1, 2011 in accordance with DMRC.

This change allows the City to incorporate costs associated with the pay grade bumps into departmental budgets for the coming year. In previous years, pay grade bumps were effective on July 1st – the same date as the pay structure changes. Concerns were raised regarding this approach and implementation schedule because it made it difficult for agencies to absorb the costs of the pay increases, as those increases were not developed as part of the current year's budget.

A better prediction of our City's budget and costs is always important; it is critical in tight budget times such as these, and it will help the City avoid more extreme budget-balancing measures.

The box below lists the 2010 occupational groups, the market survey findings and the proposed step

changes for the pay ranges in each occupational group. Two occupational groups will receive an adjustment and twelve will not be adjusted. The pay grade bumps are listed on page 2.

City employees will have the opportunity to comment on the findings at a public hearing before the Career Service Board on April 1, 2010 at 5:15 p.m.

If you have any questions about the 2010 Pay Survey results or want to schedule a briefing by the CSA staff, you can contact Blair Malloy at 720-913-5631 or Roberta Monaco at 720-913-5629.

Pay Increases

Normally, pay increases are provided based upon the employee's individual performance as assessed through the Performance Enhancement Plan (PEP). In 2010, however, due to budget constraints, employees will not receive merit pay increases.

Occupational Group Adjustments Effective 7/1/2010

Occupational Group	Market Change	Step Increase (Percentage Increase)
A Professional	0.00%	0 (0%)
C Clerical	0.00%	0 (0%)
D Doctors	0.00%	0 (0%)
E Engineering & Science	0.00%	0 (0%)
G Art, Design, Media, Recreation, & Entertainment	0.00%	0 (0%)
H Health Technical & Related Support	0.00%	0 (0%)
I Information Technology	0.00%	0 (0%)
J Labor	0.00%	0 (0%)
L Legal	5.24%	2 (4.55%)
N Enforcement, Compliance, & Protective Service	0.00%	0 (0%)
O Health Professional	0.00%	0 (0%)
S General Support Services	1.26%	1 (2.25%)
T Trades	0.00%	0 (0%)
V Fiscal	0.00%	0 (0%)

Classifications Recommended for a Pay Grade Bump Effective 1/1/2011

<u>Classification</u>	<u>From</u>	<u>To</u>
A -- Professional		
City Forester	812-A	813-A
Deputy Monitor	809-A	810-A
J -- Labor		
Crew Supervisor	617-J	620-J
Field Superintendent	812-J	814-J
Operations Supervisor	808-J	810-J
Senior Transportation Worker	606-J	608-J
Television Unit Supervisor	618-J	621-J
Transportation Worker	605-J	607-J
L -- Legal		
Assistant City Attorney - Entry	811-L	812-L
S -- Support Services		
Maintenance Control Supervisor	808-S	810-S
Maintenance Control Technician	616-S	618-S
Maintenance Liaison	616-S	618-S
National Crime Information Center Agent	615-S	616-S
T -- Trades		
Construction/Maintenance Supervisor	809-T	811-T
V -- Fiscal		
Administrator I	811-V	812-V
Administrator II	813-V	814-V
Administrator III	815-V	816-V
Agency Controller	814-V	815-V
Associate Agency Budget Analyst	806-V	807-V
Associate Financial Management Analyst	807-V	808-V
Budget & Management Supervisor	812-V	813-V
City Controller	817-V	818-V
Department Controller	816-V	817-V
Executive Manager	817-V	818-V
Financial Management Specialist	811-V	812-V
Manager 1	814-V	815-V
Manager 2	816-V	817-V
Senior Agency Budget Analyst	808-V	809-V
Senior Financial Management Analyst	809-V	810-V
Staff Agency Budget Analyst	614-V	616-V
Staff Financial Management Analyst	616-V	618-V

Steps to Determine Occupational Group and Salary

There are four simple steps to determine your salary. Salaries are identified within each occupational group's table.

Step One: Locate your classification title in the alphabetical listing on pages 3 through 10. If you are unsure of your classification title, you can find it on the upper portion of your pay check stub.

Step Two: Find the pay grade assigned to your classification listed to the right of the title. The pay grade is composed of three numbers and one letter. The letter indicates the occupational group and the numbers represent the pay grade within the specified occupational group.

Step Three: Proceed to the tables on pages 10 through 15 to locate the pay table that corresponds with your occupational group.

Step Four: Locate the pay grade within the table. Your salary will be the step that matches or most closely matches your current salary without losing money.

3-1-1 Customer Service Agent	613-S	Agency Support Technician	613-A
3-1-1 Customer Service Operations Supervisor	807-S	Agency Trainer	807-A
3-1-1 Customer Service Specialist	614-S	Agency Training Supervisor	809-A
3-1-1 Lead Customer Service Agent	614-S	Americans with Disabilities Act Compliance Officer	809-A
3-1-1 Operations Support Assistant	612-C	Anesthesia Technician	610-H
3-1-1 Operations Support Trainer/Analyst	806-A	Animal Care Attendant	608-S
911 Lead Operator	617-S	Animal Care Supervisor	610-S
911 Operator	616-S	Animal Control Investigation Supervisor	806-N
Accounting Assistant I	612-V	Animal Control Investigator	613-N
Accounting Assistant II	613-V	Appellate Legal Research Assistant	625-L
Accounting Supervisor	811-V	Appraisal Data Collector	608-V
Accounting Technician	613-V	Aquatics Coordinator	616-G
Activities Leader I - Non-Certified	115-Z	Arboreal Inspector	619-N
Activities Leader II - Certified	116-Z	Arborist	809-N
Addictions Counselor, Level II	614-H	Architect	813-E
Addictions Counselor, Level III	617-H	Art Museum Marketing and Public Relations Representative	805-A
Administrative Assistant	803-A	Asphalt Plant Operator	616-J
Administrative Assistant to the Mayor	812-A	Assessment Hearings Officer	820-L
Administrative Officer	814-A	Assessment Information Technician	612-V
Administrative Support Assistant I	605-C	Assistant Aviation Operations Manager	619-A
Administrative Support Assistant II	608-C	Assistant Chief of Operations	813-A
Administrative Support Assistant III	610-C	Assistant City Attorney - Associate	814-L
Administrative Support Assistant IV	613-C	Assistant City Attorney - Division Director	822-L
Administrative Support Assistant V	614-C	Assistant City Attorney - Entry	811-L
Administrator I	810-A	Assistant City Attorney - Section Supervisor	821-L
Administrator I	811-V	Assistant City Attorney - Senior	818-L
Administrator I	815-I	Assistant City Attorney - Specialist	820-L
Administrator II	812-A	Assistant Director of Museum Security and Safety	612-N
Administrator II	813-V	Assistant Director of Parks	812-A
Administrator II	817-I	Assistant Director of Pharmacy	820-O
Administrator III	814-A	Assistant Golf Professional	803-G
Administrator III	815-V	Associate Administrator	810-A
Administrator III	819-I	Associate Agency Budget Analyst	806-V
Advanced Clinic Technician	618-H	Associate Buyer	806-A
Advanced Lifeguard	112-Z	Associate City Inspector	617-N
Advanced Physician	824-D	Associate City Planner	808-E
Advanced Poison Information Specialist	812-O	Associate Development Project Coordinator	808-E
Advanced Registered Nurse	812-O	Associate Director of Physician Services	828-D
Advanced Technical Physician	827-D	Associate Director of Technical Physician	831-D
Agency Controller	814-V		
Agency Human Resources Director	813-A		

Services		Case Management Coordinator II	616-H
Associate Enterprise Resource Planning Developer	812-I	Case Management Coordinator III	617-H
Associate Enterprise Resource Planning Systems Analyst	812-I	Case Management Supervisor I	808-H
Associate Financial Management Analyst	807-V	Case Management Supervisor II	810-H
Associate Heavy Equipment Mechanic	617-T	Cast Technician	611-H
Associate Human Resources Professional	807-A	Catalog Librarian	805-A
Associate Information Technology Developer	811-I	Cataloging Assistant	612-A
Associate Information Technology System Administrator	811-I	Cement Finisher	616-T
Associate Information Technology Systems Analyst	811-I	Central Supply Lead Technician	608-S
Associate Information Technology Technician	617-I	Central Supply Supervisor	802-S
Associate Parks Landscape Planner	810-E	Central Supply Technician	607-S
Associate Plans Review Technician	618-E	Certified Public Accountant I	616-V
Associate Probation Officer	620-N	Certified Public Accountant II	808-V
Associate Real Property Appraiser	806-V	Certified Public Accountant III	811-V
Associate Statistical Researcher	807-A	Certified Public Accountant IV	813-V
Associate Surveying Technician	617-E	Certified Sterile Processing Technician	607-S
Attorney Intern	406-L	Chemist	810-E
Automotive Body Repair Supervisor	810-T	Chief Inspector	809-N
Automotive Service Center Supervisor	807-T	Chief Medical Examiner/Coroner	828-D
Automotive Service Technician	612-T	Chief Paramedic	818-H
Aviation Customer Service Agent	613-S	Chief Trades Inspector	811-T
Aviation Customer Service Manager	809-S	Child Support Assistant	613-C
Aviation Customer Service Supervisor	808-S	Child Support Enforcement Technician	616-L
Aviation Electrical Superintendent	812-T	Children's Librarian	805-A
Aviation Electrical/Electronic Support Engineer	813-E	City Controller	817-V
Aviation Emergency Dispatcher	616-S	City Council Aide I	803-A
Aviation Land Administrator	810-A	City Council Aide II	805-A
Aviation Noise Abatement Officer	621-E	City Council Aide III	810-A
Aviation Noise Abatement Supervisor	812-E	City Council Clerk	808-A
Aviation Operations Manager	811-A	City Forester	812-A
Aviation Operations Representative	616-S	City Inspector	615-N
Aviation Operations Representative Supervisor	808-S	City Surveyor	817-E
Aviation Painting Supervisor	809-T	Claims Adjuster I	614-A
Aviation Planning Administrator	816-E	Claims Adjuster II	806-A
Aviation Tour Guide	607-S	Clinical Care Associate	614-H
Behavioral Health Technician	611-H	Clinical Care Technician	611-H
Bibliographic Technician	610-C	Clinical Nurse Educator	813-O
Boating Ranger	323-Y	Clinical Nurse Specialist	815-O
Body Repair Worker	619-T	Clinical Social Work Team Leader	810-O
Booking Coordinator	807-G	Collections Investigator	614-N
Booking Specialist	809-G	Collections Specialist	807-A
Branch Manager	807-A	Community Development Associate	806-A
Budget and Management Supervisor	812-V	Community Development Representative I	808-A
Business Development Associate I	614-A	Community Development Representative II	810-A
Business Development Associate II	806-A	Community Relations Consultant	807-A
Business Development Representative I	808-A	Community Relations Ombudsman	807-A
Business Development Representative II	810-A	Computer Operations Supervisor	619-I
Business Development Supervisor	808-A	Computer Operator	613-I
Business License Inspector	615-N	Concession and Asset Supervisor	811-A
Buyer Supervisor	811-A	Construction and Maintenance Supervisor	809-T
Cardiac Sonographer	625-H	Construction Inspector	621-T
Cardiopulmonary Technologist	624-H	Content Developer	807-G
Cardiovascular Technologist	623-H	Contract Administration Supervisor	810-A
Carpenter	616-T	Contract Administrator	808-A
Case Management Coordinator I	615-H	Contract Compliance Coordinator	806-A
		Contract Compliance Supervisor	808-A
		Contract Compliance Technician	614-A
		Cook	606-S
		Cooperative Education Trainee	402-C
		Copy Center Operator	606-G

Coroner's Investigator	623-N	Education Program Assistant	615-A
Correctional Institution Food Manager	808-S	Education Program Coordinator	806-A
Correctional Institution Head Nurse	814-O	Election Division Assistant	617-A
Correctional Institution Nursing Manager	816-O	Election Equipment and Supply Technician	616-J
Cost Estimator Analyst	809-A	Election Support Assistant	613-C
County Court Marshal	619-N	Electrical Inspector	621-T
County Court Marshal Supervisor	809-N	Electrical Maintenance Worker	616-T
County Court Parking Magistrate	619-L	Electrical Supervisor	810-T
Court Division Supervisor	810-A	Electrician	620-T
Court Interpreter	622-S	Electrocardiograph Technician	613-H
Crew Supervisor	617-J	Electrocardiograph Technician Supervisor	805-H
Criminal Justice Transcriptionist	614-C	Electroencephalograph Technician	614-H
Critical Care Respiratory Specialist	810-H	Electronic Equipment Installer	614-T
Custodial Services Supervisor	803-J	Electronic Monitoring Probation Officer	621-N
Custodial Supervisor	801-J	Electronic Monitoring Probation Officer – Lead	622-N
Custodial Trainee	403-J	Electronic Systems Technician	620-T
Custodian	606-J	Electronics Technician Supervisor	810-T
Cytotechnologist	811-H	Elevator Inspector	621-T
Data Team Administrator	809-I	Emergency Communications Operator	617-S
Database Administrator	813-I	Emergency Management Coordinator	808-A
Dental Assistant	609-H	Emergency Service Patrol Team Leader	616-H
Dental Assistant Supervisor	803-H	Emergency Service Supervisor	808-H
Dentist	819-D	Emergency Service Technician	615-H
Department Controller	816-V	Employee Assistance Counselor	808-O
Deputy City Attorney	821-L	EMT-Basic	611-H
Deputy Director of Emergency Preparedness	809-A	Engineer	813-E
Deputy Manager of Aviation for Air Service	817-A	Engineer/Architect Specialist	817-E
Development Marketing and		Engineer/Architect Supervisor	817-E
Public/Government Affairs		Engineering Associate	617-E
Deputy Manager of Aviation for Finance and	819-A	Entertainment Production Coordinator	808-G
Administration		Environmental Public Health Analyst I	621-E
Deputy Manager of Aviation for Maintenance,	819-A	Environmental Public Health Analyst II	812-E
Planning & Engineering		Environmental Public Health Investigator I	618-E
Deputy Manager of Aviation for Operations	819-A	Environmental Public Health Investigator II	809-E
Deputy Manager of General Services for	815-A	Environmental Public Health Manager	815-E
Theatres and Arenas		Environmental Public Health Program	813-E
Deputy Manager of Parks and Recreation	814-A	Administrator	
Deputy Monitor	809-A	Environmental Public Health Program	812-E
Deputy Public Trustee	808-A	Supervisor	
Development and Planning Supervisor	812-E	Epidemiological Research Technician	615-H
Diagnostic Imaging Supervisor	812-H	Equipment Operator	612-J
Diagnostic Imaging Technologist	623-H	Equipment Operator Specialist	614-J
Dietetic Technician, Registered	609-H	Events Coordinator	807-G
Digital Imaging Technician	618-G	Executive	819-A
Director of Aviation Maintenance	817-A	Executive Assistant I	613-A
Director of Clinical Social Work	814-O	Executive Assistant II	614-A
Director of Community Relations	812-A	Executive Assistant III	615-A
Director of Employee Assistance	813-A	Executive Assistant to the Mayor	807-A
Director of Excise and Licenses	812-A	Executive Director	818-A
Director of Pharmacies	822-O	Executive Director - City Council Staff	816-A
Director of Technical Physician Services	833-D	Executive Director - Civil Service Commission	814-A
Director of the Mayor's Office of Economic	818-A	Executive Manager	817-A
Development		Executive Manager	817-V
Diversion Officer Supervisor	810-N	Executive Manager	820-E
Diversion/Criminal Justice Officer	620-N	Executive Manager	822-I
Drafter	616-E	Executive Officer	816-A
Economic Crime Specialist	612-N	Executive Secretary to the Mayor	805-A
Economic Development Specialist-Business	808-V	Exhibition Designer	616-G
Development		Facilities Superintendent	812-T
Economic Development Supervisor	810-A	Facility Maintenance Technician	616-T

Field Superintendent	812-J	Information Display Technician	620-T
Financial Management Specialist	811-V	Information Security Manager	815-I
Fingerprint Identification Clerk	612-N	Information Technology Communications Technician	621-I
Fingerprint Technician	615-N	Information Technology Division Director	817-I
Fire Protection Engineer	816-E	Information Technology Project Manager	814-I
Fire Protection Supervisor	817-E	Information Technology Supervisor	816-I
Fitness Instructor I - Non-Certified	115-Z	Information Technology Systems Architect	814-I
Fitness Instructor II - Certified	116-Z	Information Technology Technical Writer	807-I
Fleet Maintenance Support Engineer	813-E	Information Technology Technician Supervisor	810-I
Food Production Supervisor	803-S	Institution Food Steward	614-S
Food Service Custodial Supervisor	803-S	Institution Food Steward Supervisor	617-S
Food Service Worker	603-S	Internal Audit Supervisor	813-V
Forensic Autopsy Technician	616-H	Interpreter Coordinator	809-S
Forensic Autopsy Technician Supervisor	807-H	Investigations Technician	620-L
Forensic Pathologist	824-D	Investigative Legal Research Assistant	624-L
Forensic Pathology Fellow	401-D	Investigator Supervisor	812-N
Forensic Quality Assurance Specialist	810-A	Judicial Assistant I	613-C
Forensic Scientist I	809-E	Judicial Assistant II	615-C
Forensic Scientist II	812-E	Judicial Assistant III	617-C
Forensic Scientist Supervisor	815-E	Judicial Assistant IV	619-L
Gardening Technician	610-J	Laboratory Aide	606-J
Geographic Information System Analyst	619-I	Laboratory Technician	615-H
Geographic Information System Technician	614-I	Land Surveyor	812-E
Geographic Information Systems Data Administrator	813-I	Land Surveyor Supervisor	814-E
Geographic Information Systems Photogrammetry Administrator	813-I	Landscape Architect Supervisor	815-E
Glazier	616-T	Landside Service Agent I	612-N
Golf Course Operator	616-G	Landside Service Agent II	616-N
Golf Professional	807-G	Landside Service Supervisor	807-N
Golf Starter/Ranger	310-Y	Laundry Manager	805-S
Golf/Pro Shop Assistant	600-G	Laundry Supervisor	609-S
Graphic Designer	805-G	Laundry Worker	604-S
Graphics Supervisor	807-G	Lead Addictions Counselor	619-H
Graphics Technician	614-G	Lead Case Management Coordinator	617-H
Health Care Technician	610-H	Lead Custodian	607-J
Health Information Supervisor	808-H	Lead Elections Support Assistant	614-C
Hearings Officer	820-L	Lead Emergency Communications Operator	618-S
Hearings Reporter	619-L	Lead Internal Auditor	811-V
Heating, Ventilating, and Air Conditioning (HVAC) Mechanic	619-T	Lead Park Ranger	620-G
Heating, Ventilating, and Air Conditioning (HVAC) Supervisor	811-T	Lead Payroll Associate	808-V
Heavy Equipment Mechanic	619-T	Lead Pharmacist	819-O
Heavy Equipment Mechanic Line Supervisor	810-T	Lead Radiographic Support Technician	609-H
Heavy Equipment Operator	616-J	Lead Social Case Worker	808-O
Heavy Equipment Service Technician	614-T	Lead Tax Auditor	811-V
Helicopter Mechanic	620-T	Legal Administrator	813-A
Histology Technologist	806-H	Legal Secretary	617-C
Horticultural Worker	611-J	Legislative Assistant	807-A
Hospital Housekeeping Manager	805-J	Library Program Associate	615-A
Hospital Switchboard Operator	606-C	Licensed Practical Nurse	616-H
Hotline Operator	613-S	Licensed Therapist-Master's Level	808-O
Human Resources Specialist	811-A	Licensing Technician	615-C
Human Resources Supervisor	812-A	Lifeguard	111-Z
Human Resources Support Technician	614-A	Loan and Grant Processor	615-V
Human Resources Technician	615-A	Locksmith	616-T
Human Resources Technician Supervisor	808-A	Maintenance Assistant	609-T
Human Service Advocate	613-H	Maintenance Control Supervisor	808-S
Human Service Supervisor	805-H	Maintenance Control Technician	616-S
Imaging Operations Supervisor	813-H	Maintenance Liaison	616-S
		Maintenance Technician	613-T
		Mammography Technologist	625-H

Mammography Technologist Supervisor	628-H	Obstetrics Technician	610-H
Management Analyst I	615-A	Occupational Therapist Supervisor	812-O
Management Analyst II	807-A	Office Occupations Trainee	402-C
Management Analyst III	809-A	Operational Supervisor I	808-A
Management Analyst IV	812-A	Operational Supervisor I	808-V
Management Analyst Supervisor	812-A	Operations Coordinator	808-A
Management Analyst-Office of Independent Monitor	809-A	Operations Supervisor	808-J
Manager 1	813-A	Operational Supervisor II	810-A
Manager 1	814-V	Outreach Case Coordinator	617-H
Manager 1	818-E	Outreach Case Coordinator Supervisor	808-H
Manager 1	818-I	Outreach Librarian	806-A
Manager 2	815-A	Outreach Specialist	807-A
Manager 2	816-V	Painter	616-T
Manager 2	819-E	Paralegal I	618-L
Manager 2	820-I	Paralegal II	620-L
Manager of Publication	809-G	Paralegal III	623-L
Marketing/Public Relations Administrator	813-A	Paramedic	620-H
Marketing/Public Relations Representative	808-A	Paramedic Dispatch Supervisor	624-S
Marketing/Public Relations Specialist	810-A	Paramedic Dispatcher	621-S
Master Trades Worker	622-T	Paramedic Field Supervisor	810-H
Materials Tester	617-E	Paramedic Fleet Supervisor	811-H
Mayor's Youth Worker	402-A	Paramedic Operations Supervisor	811-H
Mechanic Line Supervisor	810-T	Park Horticulturist	613-J
Mechanical Inspector	621-T	Park Seasonal Laborer	219-Y
Medical Charge Auditor	619-V	Parking Meter Collector	609-J
Medical Imaging Manager	817-H	Parking/Speeding Enforcement Supervisor	806-N
Medical Interpreter	611-S	Parks and Recreation Ranger	613-G
Medical Interpreter Supervisor	616-S	Patient Representative	614-S
Medical Interpreter Volunteer Coordinator	613-S	Payroll Accountant	809-V
Medical Office Assistant	612-H	Payroll Associate	615-V
Medical Only Claims Adjuster	612-A	Payroll Supervisor	811-V
Medical Records Coder	616-H	Permit Supervisor	808-E
Medical Services Representative	612-H	Personal Property Audit Technician	613-V
Medical Technologist	810-O	Pharmacist	818-O
Medical Technologist Section Supervisor	812-O	Pharmacy Technician	611-H
Medical Technologist Unit Supervisor	811-O	Photo Enforcement Agent	613-N
Medical Transcriptionist	612-C	Physical Therapist	810-O
Modified Duty Coordinator	614-A	Physical Therapist Supervisor	813-O
Monitor	817-A	Physician	822-D
Motor Vehicle Supervisor	806-C	Physician Assistant	815-O
Motor Vehicle Technician I	614-C	Plans Review Engineer	816-E
Motor Vehicle Technician II	615-C	Plans Review Supervisor	810-E
Multiple Trades Supervisor	811-T	Plans Review Technician	616-E
Museum Collection Assistant	612-G	Plumber	620-T
Museum Curatorial Assistant	610-G	Plumbing Inspector	621-T
Museum Dock Officer	609-N	Plumbing Supervisor	810-T
Museum Security Officer	608-N	Poison Information Specialist	811-O
National Crime Information Center Agent (NCIC Agent)	615-S	Police Dispatcher	621-S
Nuclear Medicine Technologist	628-H	Police Fleet Technician	618-T
Nuclear Medicine Technologist Supervisor	816-H	Police Lead Dispatcher	622-S
Nurse Midwife	816-O	Police Photographic Specialist	616-G
Nurse Practitioner	815-O	Pool Maintenance Technician	616-T
Nursing Administrator	814-O	Pool Supervisor	114-Z
Nursing Aide	607-H	Power Shovel Operator	617-J
Nursing Clinical Coordinator	813-O	Press Operator	610-G
Nursing Operations Manager	818-O	Principal City Planner	812-E
Nursing Program Manager	815-O	Probation Officer Supervisor	812-N
Nutritionist	807-O	Professional Occupations Intern II	406-A
		Professional Occupations Intern I	404-A
		Professional Occupations Intern III	408-A

Professional Services Supervisor	811-A	Senior Accountant	808-V
Program Administrator	808-A	Senior Agency Budget Analyst	808-V
Program Coordinator	806-A	Senior Arboreal Inspector	621-N
Program Manager	811-A	Senior Architect	816-E
Program Quality Assurance Technician	615-N	Senior Biomedical Equipment Technician	620-T
Project Inspector	809-E	Senior Branch Librarian	807-A
Project Manager I	811-A	Senior Buyer	808-A
Project Manager I	812-V	Senior Cardiac Sonographer	627-H
Project Manager I	813-E	Senior Catalog Librarian	807-A
Project Manager II	813-A	Senior City Inspector	619-N
Project Manager II	814-V	Senior City Planner	810-E
Project Manager II	815-E	Senior Clinical Care Associate	616-H
Property and Evidence Technician	614-N	Senior Clinical Social Worker	808-O
Psychologist	813-O	Senior Cost Estimator Analyst	811-A
Psychologist Candidate for Licensure	809-O	Senior Criminal/Civil Investigator	624-L
Psychologist Supervisor	815-O	Senior Curator	808-G
Psychology Intern	407-O	Senior Deputy Monitor	814-A
Psychometrist	810-A	Senior Development Project Coordinator	810-E
Public Art Coordinator	805-G	Senior Director of Nursing	822-O
Public Health Dentist	821-D	Senior Drafter	618-E
Public Health Veterinarian	815-D	Senior Engineer	816-E
Public Safety Cadet	403-B	Senior Engineering Aide	614-E
Public Safety Inspector	621-T	Senior Engineering Associate	809-E
Purchasing Technician	614-A	Senior Enterprise Resource Planning Developer	814-I
Quality Improvement Nurse	811-O	Senior Enterprise Resource Planning Systems Analyst	814-I
Quality Review and Improvement Supervisor	814-O	Senior Environmental Public Health Program Administrator	814-E
Radiographic Support Technician	607-H	Senior Equipment Repair Technician	617-T
Ramp Tower Supervisor	622-A	Senior Exhibition Designer	807-G
Real Estate Agent	809-A	Senior Financial Management Analyst	809-V
Real Property Appraiser Specialist	810-V	Senior Geographic Information System Analyst	809-I
Real Property Appraiser Supervisor	811-V	Senior Human Resources Business Partner	812-A
Real Property Appraiser Technician	613-V	Senior Human Resources Professional	809-A
Recreation Aide	211-Y	Senior Information Technology Developer	813-I
Recreation Coordinator	616-G	Senior Information Technology Systems Administrator	813-I
Recreation Facility Assistant	216-Y	Senior Information Technology Systems Analyst	813-I
Recreation Instructor	608-G	Senior Information Technology Technician	619-I
Recreation Manager	811-A	Senior Internal Auditor	810-V
Recreation Supervisor	809-G	Senior Laboratory Technician	616-H
Recreation Trainee	401-G	Senior Landscape Architect	813-E
Recreational Therapist	807-O	Senior Occupational Therapist	809-O
Reference Librarian	805-A	Senior Payroll Associate	807-V
Registered Nurse	811-O	Senior Physical Therapist	811-O
Research Supervisor	812-A	Senior Physician	826-D
Respiratory Therapist	618-H	Senior Plans Review Technician	621-E
Respiratory Therapy Technician	613-H	Senior Plus Case Coordinator	615-H
Right-of-Way Enforcement Agent I	613-N	Senior Police Fleet Technician	619-T
Right-of-Way Enforcement Agent II	615-N	Senior Probation Officer	623-N
Risk Analyst	808-A	Senior Quality Improvement Nurse	812-O
Safety and Industrial Hygiene Administrator	810-A	Senior Real Estate Agent	811-A
Safety and Industrial Hygiene Professional I	617-A	Senior Real Property Appraiser	808-V
Safety and Industrial Hygiene Professional II	808-A	Senior Reference Librarian	807-A
Safety and Industrial Hygiene Supervisor	811-A	Senior Registered Nurse	813-O
Secretarial Assistant for the Mayor's Office	612-C	Senior Respiratory Therapist	622-H
Security Captain	808-N	Senior Social Case Worker	807-O
Security Guard	609-N		
Security Officer	609-N		
Security Specialist	613-N		
Security Supervisor	803-N		
Selection Librarian	805-A		
Semi-Tractor Trailer Operator	615-J		

Senior Special Collection Librarian	809-A	Supervisor of Administrative Support I	806-C
Senior Special Procedures Technologist	625-H	Supervisor of Administrative Support II	808-C
Senior Speech Therapist	809-O	Surveying Associate	620-E
Senior Statistical Researcher	809-A	Surveying Technician	615-E
Senior Surveying Technician	619-E	Systems Librarian	806-A
Senior Tax Auditor	810-V	Tax Analyst	616-V
Senior Technical Physician	829-D	Tax Audit Supervisor	813-V
Senior Television & Video Producer	812-G	Tax Revenue Agent I	615-V
Senior Television Operations Worker	611-J	Tax Revenue Agent II	617-V
Senior Transcriptionist	617-C	Tax Revenue Agent Supervisor	808-V
Senior Transportation Worker	606-J	Tax Technician I	612-V
Senior Tree Trimmer	613-T	Tax Technician II	613-V
Senior Utility Worker	611-J	Technical Director-Board of Adjustment Zoning	808-A
Senior Workforce Development Advisor	808-A	Technical Physician	825-D
Shelver	601-C	Telecommunications Administrator	812-I
Sign Language Interpreter	622-S	Television & Video Director/Editor	810-G
Social Case Worker	806-O	Television & Video Producer	810-G
Social Case Worker Manager	812-O	Television & Video Production Support Technician	615-G
Social Case Worker Supervisor	810-O	Television Engineer	808-I
Social Worker Intern	406-O	Television Operations Worker	609-J
Special Collection Librarian	807-A	Television Programmer	809-G
Special Education Teacher	810-O	Television Unit Supervisor	618-J
Special Education Teacher Supervisor	812-O	Tenant Facility Project Supervisor	813-E
Special Events Coordinator	808-G	Therapist -Master's Level	806-O
Special Procedures Technologist	624-H	Therapist Supervisor	810-O
Speech Therapist	809-O	Tow Truck Operator	612-J
Sports Official I - Non Certified	115-Z	Trades Apprentice	614-T
Sports Official II - Certified	116-Z	Traffic Signal Technician 1	617-T
Stable Master	613-T	Traffic Signal Technician 2	619-T
Staff Accountant	616-V	Traffic Signal Technician 3	620-T
Staff Agency Budget Analyst	614-V	Traffic Signal Technician Supervisor	810-T
Staff Architect	810-E	Transportation Worker	605-J
Staff Assistant	805-A	Treasury Agent	619-V
Staff Buyer	614-A	Tree Trimmer	612-T
Staff Community Development Associate	614-A	Turf Equipment Mechanic	615-T
Staff Engineer	810-E	Turf Equipment Mechanic Supervisor	808-T
Staff Enterprise Resource Planning Developer	622-I	Ultrasound Technologist	624-H
Staff Enterprise Resource Planning Systems Analyst	622-I	Ultrasound Technologist Supervisor	627-H
Staff Financial Management Analyst	616-V	Underground Utility Investigator	614-N
Staff Human Resources Professional	615-A	Underground Utility Investigator Supervisor	806-N
Staff Information Technology Developer	621-I	Unit Charge Nurse	813-O
Staff Information Technology Systems Administrator	621-I	Urban Design Architect	813-E
Staff Information Technology Systems Analyst	621-I	Usher	310-Z
Staff Information Technology Technician	614-I	Utility Worker	609-J
Staff Internal Auditor	619-V	Utility Worker Trainee	404-J
Staff Land Surveyor	810-E	Vector Control Inspector	615-N
Staff Parks Landscape Planner	619-E	Vehicle Boot Investigator	615-N
Staff Probation Officer	617-N	Vehicle Impound Clerk	613-S
Staff Real Property Appraiser	614-V	Vehicle Support Technician	606-S
Staff Social Case Worker	615-O	Veterinary Technician	612-H
Staff Special Education Teacher	619-O	Victim Advocate	616-A
Staff Tax Auditor	619-V	Victim Specialist	618-H
Stapleton Redevelopment Programs Manager	810-A	Vocational Mechanic Trainee	406-T
Stock Clerk	610-S	Washing Machine Operator	606-S
Stockkeeper	616-S	Wastewater Data Technician	612-V
Stockroom Manager	809-S	Wastewater Quality Control Manager	813-E
Stockroom Supervisor	808-S	Wastewater Quality Control Supervisor	807-E
Strategic Advisor	813-A	Wastewater Systems Data Investigator	617-N
Superintendent of Radio Communications	812-T		

Water Quality Investigator	619-N	Youth Worker	613-H
Webmaster	811-I	Zoo Area Supervisor	806-A
Women, Infants, and Children (WIC) Counselor	613-H	Zoo Commissary Administrator	806-S
Work Release Technician	614-A	Zoo Commissary Worker	609-S
Workers' Compensation Claims Supervisor	810-A	Zoo Curator	810-A
Workers' Compensation Registered Nurse	813-O	Zoo Veterinarian	815-D
Youth Counselor	617-O	Zoo Veterinary Technician	618-H
Youth Counselor Supervisor	808-O	Zookeeper	613-A

Part-time and Seasonal Classifications

Training Classes

Classification	Pay Grade	Hourly Rate
Effective 7/1/2010		
Attorney Intern	406-L	\$21.54
Cooperative Education Trainee	402-C	\$8.89
Custodial Trainee	403-J	\$9.28
Forensic Pathology Fellow	401-D	\$34.77
Office Occupations Trainee	402-C	\$8.89
Professional Occupations Intern I	404-A	\$13.21
Professional Occupations Intern II	406-A	\$15.34
Professional Occupations Intern III	408-A	\$16.99
Psychology Intern	407-O	\$16.81
Public Safety Cadet	403-B	\$10.96
Recreation Trainee	401-G	\$8.51
Social Worker Intern	406-O	\$12.98
Utility Worker Trainee	404-J	\$10.61
Vocational Mechanic Trainee	406-T	\$15.83
Effective 9/5/2010		
Mayor's Youth Worker	402-A	\$7.75
Effective 1/1/2011		
Attorney Intern	406-L	\$23.02
Cooperative Education Trainee	402-C	\$8.89
Custodial Trainee	403-J	\$9.28
Forensic Pathology Fellow	401-D	\$34.77
Office Occupations Trainee	402-C	\$8.89
Professional Occupations Intern I	404-A	\$13.21
Professional Occupations Intern II	406-A	\$15.34
Professional Occupations Intern III	408-A	\$16.99
Psychology Intern	407-O	\$16.81
Public Safety Cadet	403-B	\$10.96
Recreation Trainee	401-G	\$8.51
Social Worker Intern	406-O	\$12.98
Utility Worker Trainee	404-J	\$10.61
Vocational Mechanic Trainee	406-T	\$15.83

Short Range Classes

Classification	Pay Grade	A	B	C			
Schedule A							
Park Seasonal Laborer	219-Y	\$10.76	\$11.30	\$11.87			
Recreation Aide	211-Y	\$7.28	\$7.65	\$8.03			
Recreation Facility Assistant	216-Y	\$9.29	\$9.76	\$10.25			
Classification	Pay Grade	1	2	3	4	5	6
Schedule B							
Boating Ranger	323-Y	\$14.43	\$15.14	\$15.90	\$16.70	\$17.53	\$18.41
Golf Starter and Ranger	310-Y	\$7.65	\$8.03	\$8.43	\$8.85	\$9.29	\$9.76

Community Rate Classes

Classification	Pay Grade	1	2	3	4	5	6	7	8	
Schedule A										
Activities Leader I - Non-Certified	115-Z	\$13.59	\$14.21	\$14.85	\$15.53	\$16.24	\$16.98	\$17.75	\$18.55	
Activities Leader II - Certified	116-Z	\$20.37	\$21.30	\$22.27	\$23.28	\$24.34	\$25.45	\$26.61	\$27.82	
Advanced Lifeguard	112-Z	\$9.89	\$10.34	\$10.81	\$11.30	\$11.82	\$12.35	\$12.92	\$13.50	
Fitness Instructor I - Non-Certified	115-Z	\$13.59	\$14.21	\$14.85	\$15.53	\$16.24	\$16.98	\$17.75	\$18.55	
Fitness Instructor II - Certified	116-Z	\$20.37	\$21.30	\$22.27	\$23.28	\$24.34	\$25.45	\$26.61	\$27.82	
Lifeguard	111-Z	\$8.60	\$8.99	\$9.40	\$9.83	\$10.28	\$10.74	\$11.23	\$11.74	
Pool Supervisor	114-Z	\$13.07	\$13.66	\$14.29	\$14.94	\$15.62	\$16.33	\$17.07	\$17.85	
Sports Official I - Non Certified	115-Z	\$13.59	\$14.21	\$14.85	\$15.53	\$16.24	\$16.98	\$17.75	\$18.55	
Sports Official II - Certified	116-Z	\$20.37	\$21.30	\$22.27	\$23.28	\$24.34	\$25.45	\$26.61	\$27.82	
Classification	Pay Grade	1	2	3	4	5	6	7	8	9
Schedule B										
Usher	310-Z	\$7.28	\$7.65	\$8.03	\$8.85	\$9.29	\$9.76	\$11.87	\$12.46	\$13.08

