

POSTING IS REQUIRED

Classification Notice No. 1329

To: Agency Heads and Employees
From: Jeff Dolan, Personnel Director
Date: September 1, 2010
Subject: Proposed Change to the Classification and Pay Plan

The proposed changes amend the Classification and Pay Plan. In 2009, the City and County of Denver conducted a study to evaluate the City's total compensation package. The focus of the study was to ensure that the city's total compensation package was fair, competitive with the market, and sustainable. As a result of the study, five areas of improvement and modernizations were identified.

Simplified Pay Ranges is one of the identified modernizations. A Simplified Pay Range is a pay range without fixed steps. The purpose of implementing Simplified Pay Ranges is to provide the city with the ability to adjust ranges based on market and to eliminate force fitting of adjustments to 2.25% increments. Simplified Pay Ranges will also provide flexibility with merit (performance) increases, again, by eliminating the constraint of allocating merit in 2.25% increments.

The proposed changes to the pay tables will remove the steps. The pay tables will include a range minimum and a range maximum and will remain equal to the current range minimum and range maximum. The range will be further divided into quartiles with markers at each quartile minimum. There will be no impact to the employee's current rate of pay.

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 recommendations on **Thursday, September 16, 2010, at 9:00 a.m.** in 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.

A - Professional Occupational Group

Non-Exempt

PAY GRADE	Range Minimum	3rd			Range Maximum
		2nd Quartile Minimum	Quartile Minimum (Range Midpoint)	4th Quartile Minimum	
600-A	20119	22437	24755	27073	29391
601-A	21028	23455	25882	28309	30736
602-A	21986	24522	27058	29594	32130
603-A	22992	25643	28295	30946	33597
604-A	24046	26816	29585	32355	35124
605-A	25149	28043	30937	33830	36724
606-A	26300	29324	32348	35372	38396
607-A	27500	30660	33821	36981	40141
608-A	28749	32055	35361	38666	41972
609-A	30058	33515	36973	40430	43887
610-A	31427	35039	38651	42262	45874
611-A	32857	36633	40408	44184	47959
612-A	34348	38296	42244	46192	50140
613-A	35912	40039	44166	48292	52419
614-A	37548	41860	46172	50483	54795
615-A	39257	43766	48274	52783	57291
616-A	41050	45762	50474	55185	59897
617-A	42917	47844	52771	57697	62624
618-A	44868	50019	55170	60321	65472
619-A	46904	52292	57679	63067	68454
620-A	49038	54671	60304	65936	71569
621-A	51268	57158	63049	68939	74829
622-A	53595	59755	65915	72075	78235
623-A	56031	62473	68915	75356	81798
624-A	58576	65312	72048	78783	85519

Exempt

PAY GRADE	Range Minimum	3rd			Range Maximum
		2nd Quartile Minimum	Quartile Minimum (Range Midpoint)	4th Quartile Minimum	
800-A	28749	33030	37312	41593	45874
801-A	30736	35312	39887	44463	49038
802-A	32857	37748	42638	47529	52419
803-A	35124	40351	45578	50804	56031
804-A	37548	43135	48723	54310	59897
805-A	40141	46113	52086	58058	64030
806-A	42917	49301	55686	62070	68454
807-A	45874	52701	59528	66354	73181
808-A	49038	56337	63637	70936	78235
809-A	52419	60224	68030	75835	83640
810-A	56031	64376	72720	81065	89409
811-A	59897	68820	77744	86667	95590
812-A	64030	73569	83107	92646	102184
813-A	68454	78650	88846	99042	109238
814-A	73181	84080	94979	105877	116776
815-A	78235	89888	101542	113195	124848
816-A	83640	96096	108553	121009	133465
817-A	89409	102726	116043	129360	142677
818-A	95590	109825	124060	138295	152530
819-A	102184	117404	132623	147843	163062
820-A	109238	125512	141786	158060	174334
821-A	116776	134174	151573	168971	186369
822-A	124848	143446	162045	180643	199241
823-A	133465	153348	173231	193114	212997
824-A	142677	163929	185182	206434	227686
825-A	152530	175249	197968	220687	243406
826-A	163062	187348	211633	235919	260204
827-A	174334	200292	226250	252208	278166
828-A	186369	214118	241867	269615	297364
829-A	199241	228902	258562	288223	317883
830-A	212997	244703	276409	308115	339821
831-A	227686	261586	295486	329385	363285
832-A	243406	279645	315884	352122	388361
833-A	260204	298946	337688	376429	415171
834-A	278166	319583	361000	402417	443834

C - Clerical Occupational Group

Non-Exempt

PAY GRADE	Range Minimum	2nd Quartile Minimum	3rd	4th Quartile Minimum	Range Maximum
			Quartile Minimum (Range Midpoint)		
600-C	18519	20646	22774	24901	27028
601-C	19356	21580	23804	26028	28252
602-C	20240	22564	24888	27212	29536
603-C	21162	23592	26022	28452	30882
604-C	22119	24661	27204	29746	32288
605-C	23125	25782	28440	31097	33754
606-C	24179	26958	29736	32515	35293
607-C	25282	28188	31094	33999	36905
608-C	26434	29473	32512	35551	38590
609-C	27634	30812	33991	37169	40347
610-C	28882	32209	35536	38863	42190
611-C	30203	33679	37154	40630	44105
612-C	31573	35209	38845	42481	46117
613-C	33015	36818	40620	44423	48225
614-C	34518	38496	42475	46453	50431
615-C	36093	40253	44414	48574	52734
616-C	37742	42090	46438	50786	55134
617-C	39463	44008	48553	53098	57643
618-C	41256	46007	50759	55510	60261
619-C	43135	48101	53068	58034	63000
620-C	45099	50292	55486	60679	65872
621-C	47159	52586	58013	63439	68866
622-C	49316	54988	60661	66333	72005
623-C	51571	57501	63430	69360	75289
624-C	53922	60121	66320	72519	78718

Exempt

PAY GRADE	Range Minimum	2nd Quartile Minimum	3rd	4th Quartile Minimum	Range Maximum
			Quartile Minimum (Range Midpoint)		
800-C	26434	30373	34312	38251	42190
801-C	28252	32464	36676	40887	45099
802-C	30203	34709	39214	43720	48225
803-C	32288	37109	41930	46750	51571
804-C	34518	39672	44826	49980	55134
805-C	36905	42414	47923	53431	58940
806-C	39463	45347	51232	57116	63000
807-C	42190	48480	54771	61061	67351
808-C	45099	51826	58552	65279	72005
809-C	48225	55415	62606	69796	76986
810-C	51571	59252	66933	74614	82295
811-C	55134	63345	71557	79768	87979
812-C	58940	67718	76496	85273	94051
813-C	63000	72390	81780	91170	100560
814-C	67351	77389	87428	97466	107504
815-C	72005	82737	93470	104202	114934
816-C	76986	88455	99923	111392	122860
817-C	82295	94554	106814	119073	131332
818-C	87979	101084	114189	127293	140398
819-C	94051	108065	122079	136092	150106
820-C	100560	115537	130515	145492	160469
821-C	107504	123515	139525	155536	171546
822-C	114934	132048	149161	166275	183388
823-C	122860	141155	159451	177746	196041
824-C	131332	150891	170450	190008	209567
825-C	140398	161308	182218	203128	224038
826-C	150106	172455	194805	217154	239503
827-C	160469	184364	208258	232153	256047
828-C	171546	197089	222632	248175	273718
829-C	183388	210695	238002	265309	292616

D - Doctors Occupational Group

Exempt

PAY GRADE	Range Minimum	2nd Quartile Minimum	3rd		4th Quartile Minimum	Range Maximum
			Quartile Minimum (Range Midpoint)	Quartile Minimum		
800-D	24313	27928	31543	35157	38772	
801-D	25985	29851	33718	37584	41450	
802-D	27767	31903	36039	40175	44311	
803-D	29694	34112	38530	42947	47365	
804-D	31742	36466	41190	45913	50637	
805-D	33936	38984	44032	49080	54128	
806-D	36275	41672	47068	52465	57861	
807-D	38772	44541	50310	56079	61848	
808-D	41450	47616	53783	59949	66115	
809-D	44311	50904	57498	64091	70684	
810-D	47365	54413	61461	68508	75556	
811-D	50637	58170	65703	73235	80768	
812-D	54128	62182	70236	78289	86343	
813-D	57861	66472	75084	83695	92306	
814-D	61848	71053	80259	89464	98669	
815-D	66115	75953	85792	95630	105468	
816-D	70684	81201	91718	102235	112752	
817-D	75556	86800	98045	109289	120533	
818-D	80768	92791	104814	116837	128860	
819-D	86343	99196	112050	124903	137756	
820-D	92306	106044	119782	133520	147258	
821-D	98669	113359	128048	142738	157427	
822-D	105468	121176	136883	152591	168298	
823-D	112752	129541	146331	163120	179909	
824-D	120533	138483	156433	174382	192332	
825-D	128860	148046	167232	186418	205604	
826-D	137756	158266	178776	199286	219796	
827-D	147258	169186	191114	213042	234970	
828-D	157427	180867	204307	227747	251187	
829-D	168298	193356	218415	243473	268531	
830-D	179909	206700	233492	260283	287074	
831-D	192332	220972	249612	278251	306891	
832-D	205604	236225	266846	297467	328088	
833-D	219796	252532	285269	318005	350741	
834-D	234970	269967	304963	339960	374956	

E - Engineering & Science Occupational Group

Non-Exempt

PAY GRADE	Range Minimum	3rd			Range Maximum
		2nd Quartile Minimum	Quartile Minimum (Range Midpoint)	4th Quartile Minimum	
600-E	18701	20849	22998	25146	27294
601-E	19562	21807	24053	26298	28543
602-E	20446	22794	25143	27491	29839
603-E	21380	23834	26289	28743	31197
604-E	22361	24925	27488	30052	32615
605-E	23379	26061	28743	31424	34106
606-E	24434	27240	30046	32851	35657
607-E	25537	28473	31409	34345	37281
608-E	26688	29761	32833	35906	38978
609-E	27912	31121	34330	37538	40747
610-E	29185	32539	35894	39248	42602
611-E	30506	34015	37524	41032	44541
612-E	31900	35569	39239	42908	46577
613-E	33354	37187	41020	44853	48686
614-E	34869	38875	42881	46886	50892
615-E	36457	40645	44832	49020	53207
616-E	38117	42496	46874	51253	55631
617-E	39851	44429	49008	53586	58164
618-E	41669	46453	51238	56022	60806
619-E	43559	48562	53564	58567	63569
620-E	45547	50777	56007	61236	66466
621-E	47619	53085	58552	64018	69484
622-E	49777	55495	61212	66930	72647
623-E	52031	58012	63994	69975	75956
624-E	54407	60658	66910	73161	79412

Exempt

PAY GRADE	Range Minimum	3rd			Range Maximum
		2nd Quartile Minimum	Quartile Minimum (Range Midpoint)	4th Quartile Minimum	
800-E	26688	30667	34645	38624	42602
801-E	28543	32794	37045	41296	45547
802-E	30506	35051	39596	44141	48686
803-E	32615	37469	42323	47177	52031
804-E	34869	40060	45250	50441	55631
805-E	37281	42829	48377	53925	59473
806-E	39851	45781	51710	57640	63569
807-E	42602	48941	55280	61618	67957
808-E	45547	52322	59097	65872	72647
809-E	48686	55931	63176	70420	77665
810-E	52031	59779	67527	75274	83022
811-E	55631	63912	72193	80474	88755
812-E	59473	68324	77174	86025	94875
813-E	63569	73032	82495	91957	101420
814-E	67957	78074	88192	98309	108426
815-E	72647	83461	94276	105090	115904
816-E	77665	89225	100784	112344	123903
817-E	83022	95378	107735	120091	132447
818-E	88755	101963	115171	128378	141586
819-E	94875	108998	123121	137244	151367
820-E	101420	116519	131617	146716	161814
821-E	108426	124564	140702	156839	172977
822-E	115904	133157	150410	167662	184915
823-E	123903	142347	160790	179234	197677
824-E	132447	152166	171886	191605	211324
825-E	141586	162666	183746	204825	225905
826-E	151367	173898	196429	218960	241491
827-E	161814	185900	209985	234071	258156
828-E	172977	198726	224475	250223	275972
829-E	184915	212442	239968	267495	295021

G - Art, Design, Recreation, Media & Entertainment

Non-Exempt

PAY GRADE	Range Minimum	2nd Quartile Minimum	3rd Quartile Minimum (Range Midpoint)	4th Quartile Minimum	Range Maximum
600-G	19671	21941	24210	26480	28749
601-G	20568	22941	25313	27686	30058
602-G	21501	23983	26464	28946	31427
603-G	22483	25077	27670	30264	32857
604-G	23513	26222	28931	31639	34348
605-G	24591	27421	30252	33082	35912
606-G	25719	28676	31634	34591	37548
607-G	26894	29985	33076	36166	39257
608-G	28118	31351	34584	37817	41050
609-G	29391	32773	36154	39536	42917
610-G	30736	34269	37802	41335	44868
611-G	32130	35824	39517	43211	46904
612-G	33597	37457	41318	45178	49038
613-G	35124	39160	43196	47232	51268
614-G	36724	40942	45160	49377	53595
615-G	38396	42805	47214	51622	56031
616-G	40141	44750	49359	53967	58576
617-G	41972	46790	51607	56425	61242
618-G	43887	48923	53959	58994	64030
619-G	45874	51143	56413	61682	66951
620-G	47959	53468	58976	64485	69993
621-G	50140	55900	61661	67421	73181
622-G	52419	58443	64467	70490	76514
623-G	54795	61094	67394	73693	79992
624-G	57291	63878	70465	77051	83638

Exempt

PAY GRADE	Range Minimum	2nd Quartile Minimum	3rd Quartile Minimum (Range Midpoint)	4th Quartile Minimum	Range Maximum
800-G	28118	32306	36493	40681	44868
801-G	30058	34533	39009	43484	47959
802-G	32130	36915	41699	46484	51268
803-G	34348	39460	44572	49683	54795
804-G	36724	42187	47650	53113	58576
805-G	39257	45099	50941	56782	62624
806-G	41972	48217	54462	60706	66951
807-G	44868	51543	58219	64894	71569
808-G	47959	55098	62237	69375	76514
809-G	51268	58901	66533	74166	81798
810-G	54795	62958	71121	79283	87446
811-G	58576	67303	76029	84756	93482
812-G	62624	71950	81277	90603	99929
813-G	66951	76923	86895	96866	106838
814-G	71569	82229	92888	103548	114207
815-G	76514	87910	99306	110701	122097
816-G	81798	93982	106165	118349	130532
817-G	87446	100469	113492	126515	139538
818-G	93482	107405	121328	135250	149173
819-G	99929	114816	129702	144589	159475
820-G	106838	122752	138665	154579	170492
821-G	114207	131224	148240	165257	182273
822-G	122097	140286	158475	176664	194853
823-G	130532	149976	169419	188863	208306
824-G	139538	160324	181110	201895	222681
825-G	149173	171392	193611	215830	238049
826-G	159475	183227	206980	230732	254484
827-G	170492	195881	221269	246658	272046
828-G	182273	209410	236546	263683	290819
829-G	194853	223862	252872	281881	310890
830-G	208306	239315	270325	301334	332343
831-G	222681	255832	288984	322135	355286
832-G	238049	273491	308933	344375	379817
833-G	254484	292371	330258	368145	406032
834-G	272046	312551	353057	393562	434067

H - Health Technical & Related Occupational Group

Non-Exempt

PAY GRADE	Range Minimum	3rd			Range Maximum
		2nd Quartile Minimum	Quartile Minimum (Range Midpoint)	4th Quartile Minimum	
600-H	16968	18916	20865	22813	24761
601-H	17744	19780	21816	23852	25888
602-H	18556	20683	22810	24937	27064
603-H	19392	21616	23840	26064	28288
604-H	20277	22604	24931	27258	29585
605-H	21198	23631	26064	28497	30930
606-H	22155	24700	27246	29791	32336
607-H	23161	25822	28482	31143	33803
608-H	24216	26998	29779	32561	35342
609-H	25319	28228	31137	34045	36954
610-H	26470	29512	32555	35597	38639
611-H	27670	30852	34033	37215	40396
612-H	28930	32257	35584	38911	42238
613-H	30252	33727	37203	40678	44153
614-H	31621	35257	38893	42529	46165
615-H	33063	36866	40669	44471	48274
616-H	34566	38545	42523	46502	50480
617-H	36142	40302	44463	48623	52783
618-H	37790	42138	46486	50834	55182
619-H	39511	44056	48601	53146	57691
620-H	41305	46059	50813	55567	60321
621-H	43184	48156	53128	58100	63072
622-H	45147	50347	55546	60746	65945
623-H	47207	52640	58073	63506	68939
624-H	49365	55043	60722	66400	72078
625-H	51619	57555	63491	69426	75362
626-H	53970	60176	66381	72587	78792
627-H	56419	62909	69400	75890	82380
628-H	58988	65772	72557	79341	86125
629-H	61679	68769	75859	82949	90039

Exempt

PAY GRADE	Range Minimum	3rd			Range Maximum
		2nd Quartile Minimum	Quartile Minimum (Range Midpoint)	4th Quartile Minimum	
800-H	24216	27822	31428	35033	38639
801-H	25888	29742	33597	37451	41305
802-H	27670	31791	35912	40032	44153
803-H	29585	33991	38396	42802	47207
804-H	31621	36336	41051	45765	50480
805-H	33803	38845	43887	48928	53970
806-H	36142	41529	46917	52304	57691
807-H	38639	44399	50159	55919	61679
808-H	41305	47465	53625	59785	65945
809-H	44153	50737	57322	63906	70490
810-H	47207	54246	61285	68323	75362
811-H	50480	58001	65521	73042	80562
812-H	53970	62009	70048	78086	86125
813-H	57691	66284	74878	83471	92064
814-H	61679	70866	80053	89240	98427
815-H	65945	75765	85586	95406	105226
816-H	70490	80989	91488	101987	112486
817-H	75362	86585	97809	109032	120255
818-H	80562	92558	104554	116549	128545
819-H	86125	98951	111777	124603	137429
820-H	92064	105778	119492	133205	146919
821-H	98427	113086	127745	142404	157063
822-H	105226	120897	136568	152239	167910
823-H	112486	129242	145998	162753	179509
824-H	120255	138165	156076	173986	191896
825-H	128545	147692	166838	185985	205131
826-H	137429	157894	178358	198823	219287
827-H	146919	168796	190672	212549	234425
828-H	157063	180449	203834	227220	250605
829-H	167910	192908	217905	242903	267900

I - Information Technology Occupational Group

Non-Exempt

PAY GRADE	Range Minimum	3rd			Range Maximum
		2nd Quartile Minimum	Quartile Minimum (Range Midpoint)	4th Quartile Minimum	
600-I	20034	22337	24640	26943	29246
601-I	20943	23352	25761	28170	30579
602-I	21901	24419	26937	29455	31973
603-I	22907	25537	28167	30797	33427
604-I	23949	26697	29446	32194	34942
605-I	25028	27904	30779	33655	36530
606-I	26155	29164	32173	35181	38190
607-I	27355	30497	33639	36781	39923
608-I	28603	31888	35172	38457	41741
609-I	29900	33333	36766	40199	43632
610-I	31270	34858	38445	42033	45620
611-I	32688	36442	40196	43950	47704
612-I	34178	38105	42032	45959	49886
613-I	35730	39839	43947	48056	52164
614-I	37354	41651	45947	50244	54540
615-I	39051	43545	48038	52532	57025
616-I	40820	45520	50219	54919	59618
617-I	42675	47590	52504	57419	62333
618-I	44614	49753	54892	60030	65169
619-I	46650	52022	57395	62767	68139
620-I	48783	54395	60006	65618	71229
621-I	51013	56876	62739	68602	74465
622-I	53340	59467	65594	71720	77847
623-I	55764	62173	68581	74990	81398
624-I	58309	65007	71705	78403	85101

Exempt

PAY GRADE	Range Minimum	3rd			Range Maximum
		2nd Quartile Minimum	Quartile Minimum (Range Midpoint)	4th Quartile Minimum	
800-I	28603	32857	37112	41366	45620
801-I	30579	35130	39681	44232	48783
802-I	32688	37557	42426	47295	52164
803-I	34942	40148	45353	50559	55764
804-I	37354	42920	48486	54052	59618
805-I	39923	45877	51831	57785	63739
806-I	42675	49041	55407	61773	68139
807-I	45620	52422	59225	66027	72829
808-I	48783	56049	63315	70581	77847
809-I	52164	59930	67696	75462	83228
810-I	55764	64069	72375	80680	88985
811-I	59618	68496	77374	86252	95130
812-I	63739	73232	82725	92218	101711
813-I	68139	78287	88434	98582	108729
814-I	72829	83680	94530	105381	116231
815-I	77847	89452	101057	112661	124266
816-I	83228	95633	108038	120442	132847
817-I	88985	102244	115504	128763	142022
818-I	95130	109307	123485	137662	151839
819-I	101711	116864	132017	147170	162323
820-I	108729	124927	141126	157324	173522
821-I	116231	133548	150864	168181	185497
822-I	124266	142773	161281	179788	198295
823-I	132847	152630	172413	192196	211979
824-I	142022	163169	184315	205462	226608
825-I	151839	174443	197047	219651	242255
826-I	162323	186487	210652	234816	258980
827-I	173522	199359	225196	251032	276869
828-I	185497	213119	240740	268362	295983
829-I	198295	227824	257353	286882	316411

J - Labor Occupational Group

Non-Exempt

PAY GRADE	Range Minimum	2nd Quartile Minimum	3rd	4th Quartile Minimum	Range Maximum
			Quartile Minimum (Range Midpoint)		
600-J	18471	20595	22719	24843	26967
601-J	19307	21528	23749	25970	28191
602-J	20192	22513	24834	27155	29476
603-J	21101	23531	25961	28391	30821
604-J	22058	24600	27143	29685	32227
605-J	23064	25722	28379	31037	33694
606-J	24119	26898	29676	32455	35233
607-J	25222	28125	31028	33930	36833
608-J	26373	29406	32439	35472	38505
609-J	27573	30743	33912	37082	40251
610-J	28821	32136	35451	38766	42081
611-J	30142	33606	37069	40533	43996
612-J	31512	35136	38760	42384	46008
613-J	32954	36739	40523	44308	48092
614-J	34457	38411	42366	46320	50274
615-J	36021	40154	44287	48419	52552
616-J	37657	41981	46305	50628	54952
617-J	39366	43887	48408	52928	57449
618-J	41160	45887	50614	55340	60067
619-J	43026	47971	52916	57861	62806
620-J	44989	50158	55328	60497	65666
621-J	47038	52444	57849	63255	68660
622-J	49171	54822	60473	66124	71775
623-J	51401	57310	63218	69127	75035
624-J	53740	59917	66093	72270	78446

Exempt

PAY GRADE	Range Minimum	2nd Quartile Minimum	3rd	4th Quartile Minimum	Range Maximum
			Quartile Minimum (Range Midpoint)		
800-J	26373	30300	34227	38154	42081
801-J	28191	32391	36590	40790	44989
802-J	30142	34630	39117	43605	48092
803-J	32227	37021	41814	46608	51401
804-J	34457	39581	44705	49828	54952
805-J	36833	42311	47790	53268	58746
806-J	39366	45226	51086	56946	62806
807-J	42081	48347	54613	60879	67145
808-J	44989	51686	58382	65079	71775
809-J	48092	55249	62406	69563	76720
810-J	51401	59055	66709	74362	82016
811-J	54952	63133	71314	79495	87676
812-J	58746	67491	76235	84980	93724
813-J	62806	72154	81501	90849	100196
814-J	67145	77135	87125	97114	107104
815-J	71775	82456	93137	103817	114498
816-J	76720	88140	99560	110980	122400
817-J	82016	94224	106432	118640	130848
818-J	87676	100726	113777	126827	139877
819-J	93724	107680	121637	135593	149549
820-J	100196	115116	130036	144955	159875
821-J	107104	123054	139004	154954	170904
822-J	114498	131548	148598	165647	182697
823-J	122400	140629	158857	177086	195314
824-J	130848	150337	169826	189314	208803
825-J	139877	160711	181546	202380	223214
826-J	149549	171817	194084	216352	238619
827-J	159875	183679	207483	231286	255090
828-J	170904	196353	221802	247251	272700
829-J	182697	209904	237112	264319	291526

L - Legal Occupational Group

Non-Exempt

PAY GRADE	Range Minimum	2nd Quartile Minimum	3rd Quartile Minimum (Range Midpoint)	4th Quartile Minimum	Range Maximum
600-L	18798	20968	23137	25307	27476
601-L	19659	21925	24192	26458	28724
602-L	20543	22916	25288	27661	30033
603-L	21477	23959	26440	28922	31403
604-L	22458	25052	27646	30239	32833
605-L	23489	26198	28907	31615	34324
606-L	24567	27397	30227	33057	35887
607-L	25694	28652	31609	34567	37524
608-L	26870	29961	33051	36142	39232
609-L	28094	31324	34554	37784	41014
610-L	29367	32746	36124	39503	42881
611-L	30712	34242	37772	41302	44832
612-L	32106	35797	39487	43178	46868
613-L	33572	37429	41287	45144	49001
614-L	35100	39133	43166	47198	51231
615-L	36699	40914	45129	49343	53558
616-L	38372	42778	47183	51589	55994
617-L	40117	44723	49329	53934	58540
618-L	41935	46753	51571	56388	61206
619-L	43850	48886	53922	58958	63994
620-L	45838	51104	56370	61636	66902
621-L	47922	53428	58934	64439	69945
622-L	50104	55861	61618	67375	73132
623-L	52383	58403	64423	70442	76462
624-L	54758	61054	67350	73646	79941
625-L	57255	63836	70417	76998	83579
626-L	59861	66741	73622	80502	87383
627-L	62588	69781	76974	84166	91359

Exempt

PAY GRADE	Range Minimum	2nd Quartile Minimum	3rd Quartile Minimum (Range Midpoint)	4th Quartile Minimum	Range Maximum
800-L	26870	30873	34876	38878	42881
801-L	28724	33003	37281	41560	45838
802-L	30712	35284	39857	44429	49001
803-L	32833	37721	42608	47496	52383
804-L	35100	40324	45547	50771	55994
805-L	37524	43108	48693	54277	59861
806-L	40117	46086	52056	58025	63994
807-L	42881	49262	55643	62024	68405
808-L	45838	52662	59485	66309	73132
809-L	49001	56297	63594	70890	78186
810-L	52383	60182	67982	75781	83580
811-L	55994	64333	72672	81010	89349
812-L	59861	68775	77690	86604	95518
813-L	63994	73520	83047	92573	102099
814-L	68405	78592	88779	98966	109153
815-L	73132	84022	94912	105801	116691
816-L	78186	89830	101475	113119	124763
817-L	83580	96030	108481	120931	133381
818-L	89349	102660	115971	129281	142592
819-L	95518	109750	123982	138213	152445
820-L	102099	117316	132533	147749	162966
821-L	109153	125418	141683	157948	174213
822-L	116691	134077	151464	168850	186236
823-L	124763	143346	161929	180512	199095
824-L	133381	153246	173110	192975	212839
825-L	142592	163826	185061	206295	227529
826-L	152445	175143	197841	220538	243236
827-L	162966	187233	211501	235768	260035
828-L	174213	200159	226105	252050	277996
829-L	186236	213974	241711	269449	297187

N - Enforcement, Compliance, and Protective Services Occupational Group

Non-Exempt

PAY GRADE	Range Minimum	2nd Quartile Minimum	3rd	4th Quartile Minimum	Range Maximum
			Quartile Minimum (Range Midpoint)		
600-N	18810	20983	23155	25328	27500
601-N	19671	21941	24210	26480	28749
602-N	20568	22941	25313	27686	30058
603-N	21501	23983	26464	28946	31427
604-N	22483	25077	27670	30264	32857
605-N	23513	26222	28931	31639	34348
606-N	24591	27421	30252	33082	35912
607-N	25719	28676	31634	34591	37548
608-N	26894	29985	33076	36166	39257
609-N	28118	31351	34584	37817	41050
610-N	29391	32773	36154	39536	42917
611-N	30736	34269	37802	41335	44868
612-N	32130	35824	39517	43211	46904
613-N	33597	37457	41318	45178	49038
614-N	35124	39160	43196	47232	51268
615-N	36724	40942	45160	49377	53595
616-N	38396	42805	47214	51622	56031
617-N	40141	44750	49359	53967	58576
618-N	41972	46790	51607	56425	61242
619-N	43887	48923	53959	58994	64030
620-N	45874	51143	56413	61682	66951
621-N	47959	53468	58976	64485	69993
622-N	50140	55900	61661	67421	73181
623-N	52419	58443	64467	70490	76514
624-N	54795	61094	67394	73693	79992

Exempt

PAY GRADE	Range Minimum	2nd Quartile Minimum	3rd	4th Quartile Minimum	Range Maximum
			Quartile Minimum (Range Midpoint)		
800-N	26894	30900	34906	38911	42917
801-N	28749	33030	37312	41593	45874
802-N	30736	35312	39887	44463	49038
803-N	32857	37748	42638	47529	52419
804-N	35124	40351	45578	50804	56031
805-N	37548	43135	48723	54310	59897
806-N	40141	46113	52086	58058	64030
807-N	42917	49301	55686	62070	68454
808-N	45874	52701	59528	66354	73181
809-N	49038	56337	63637	70936	78235
810-N	52419	60224	68030	75835	83640
811-N	56031	64376	72720	81065	89409
812-N	59897	68820	77744	86667	95590
813-N	64030	73569	83107	92646	102184
814-N	68454	78650	88846	99042	109238
815-N	73181	84080	94979	105877	116776
816-N	78235	89888	101542	113195	124848
817-N	83640	96096	108553	121009	133465
818-N	89409	102726	116043	129360	142677
819-N	95590	109825	124060	138295	152530
820-N	102184	117404	132623	147843	163062
821-N	109238	125512	141786	158060	174334
822-N	116776	134174	151573	168971	186369
823-N	124848	143446	162045	180643	199241
824-N	133465	153348	173231	193114	212997
825-N	142677	163929	185182	206434	227686
826-N	152530	175249	197968	220687	243406
827-N	163062	187348	211633	235919	260204
828-N	174334	200292	226250	252208	278166
829-N	186369	214118	241867	269615	297364
830-N	199241	228902	258562	288223	317883
831-N	212997	244703	276409	308115	339821
832-N	227686	261586	295486	329385	363285
833-N	243406	279645	315884	352122	388361
834-N	260204	298946	337688	376429	415171

O - Health Professional Occupational Group

Non-Exempt

PAY GRADE	Range Minimum	2nd Quartile Minimum	3rd Quartile Minimum (Range Midpoint)	4th Quartile Minimum	Range Maximum
600-O	17307	19298	21289	23279	25270
601-O	18095	20177	22259	24340	26422
602-O	18919	21095	23270	25446	27621
603-O	19780	22053	24325	26598	28870
604-O	20689	23065	25440	27816	30191
605-O	21622	24107	26591	29076	31560
606-O	22604	25204	27804	30403	33003
607-O	23634	26352	29070	31788	34506
608-O	24713	27552	30391	33230	36069
609-O	25840	28806	31773	34739	37705
610-O	27015	30118	33221	36323	39426
611-O	28240	31485	34730	37975	41220
612-O	29524	32918	36312	39705	43099
613-O	30870	34418	37966	41514	45062
614-O	32276	35988	39700	43411	47123
615-O	33742	37621	41499	45378	49256
616-O	35281	39332	43384	47435	51486
617-O	36881	41120	45359	49598	53837
618-O	38554	42987	47420	51852	56285
619-O	40311	44944	49577	54210	58843
620-O	42153	46995	51837	56679	61521
621-O	44068	49131	54195	59258	64321
622-O	46080	51371	56661	61952	67242
623-O	48177	53710	59243	64775	70308
624-O	50359	56146	61934	67721	73508

Exempt

PAY GRADE	Range Minimum	2nd Quartile Minimum	3rd Quartile Minimum (Range Midpoint)	4th Quartile Minimum	Range Maximum
800-O	24713	28391	32070	35748	39426
801-O	26422	30355	34288	38220	42153
802-O	28240	32446	36651	40857	45062
803-O	30191	34688	39184	43681	48177
804-O	32276	37079	41881	46684	51486
805-O	34506	39642	44778	49913	55049
806-O	36881	42372	47862	53353	58843
807-O	39426	45295	51165	57034	62903
808-O	42153	48425	54698	60970	67242
809-O	45062	51771	58479	65188	71896
810-O	48177	55346	62515	69684	76853
811-O	51486	59155	66824	74492	82161
812-O	55049	63245	71442	79638	87834
813-O	58843	67606	76369	85131	93894
814-O	62903	72269	81635	91000	100366
815-O	67242	77256	87270	97284	107298
816-O	71896	82598	93300	104002	114704
817-O	76853	88297	99742	111186	122630
818-O	82161	94396	106632	118867	131102
819-O	87834	100912	113989	127067	140144
820-O	93894	107874	121855	135835	149815
821-O	100366	115313	130260	145207	160154
822-O	107298	123275	139253	155230	171207
823-O	114704	131784	148864	165944	183024
824-O	122630	140886	159142	177397	195653
825-O	131102	150615	170129	189642	209155
826-O	140144	161006	181867	202729	223590
827-O	149815	172116	194417	216718	239019
828-O	160154	183997	207840	231683	255526
829-O	171207	196696	222184	247673	273161
830-O	183024	210273	237522	264770	292019
831-O	195653	224784	253914	283045	312175
832-O	209155	240300	271446	302591	333736
833-O	223590	256890	290190	323489	356789

S - General Support Services Occupational Group

Non-Exempt

PAY GRADE	Range Minimum	2nd Quartile Minimum	3rd	4th Quartile Minimum	Range Maximum
			Quartile Minimum (Range Midpoint)		
600-S	17998	20074	22149	24225	26300
601-S	18810	20983	23155	25328	27500
602-S	19671	21941	24210	26480	28749
603-S	20568	22941	25313	27686	30058
604-S	21501	23983	26464	28946	31427
605-S	22483	25077	27670	30264	32857
606-S	23513	26222	28931	31639	34348
607-S	24591	27421	30252	33082	35912
608-S	25719	28676	31634	34591	37548
609-S	26894	29985	33076	36166	39257
610-S	28118	31351	34584	37817	41050
611-S	29391	32773	36154	39536	42917
612-S	30736	34269	37802	41335	44868
613-S	32130	35824	39517	43211	46904
614-S	33597	37457	41318	45178	49038
615-S	35124	39160	43196	47232	51268
616-S	36724	40942	45160	49377	53595
617-S	38396	42805	47214	51622	56031
618-S	40141	44750	49359	53967	58576
619-S	41972	46790	51607	56425	61242
620-S	43887	48923	53959	58994	64030
621-S	45874	51143	56413	61682	66951
622-S	47959	53468	58976	64485	69993
623-S	50140	55900	61660	67419	73179
624-S	52419	58442	64465	70487	76510

Exempt

PAY GRADE	Range Minimum	2nd Quartile Minimum	3rd	4th Quartile Minimum	Range Maximum
			Quartile Minimum (Range Midpoint)		
800-S	25719	29552	33385	37217	41050
801-S	27500	31597	35694	39790	43887
802-S	29391	33769	38148	42526	46904
803-S	31427	36105	40784	45462	50140
804-S	33597	38597	43596	48596	53595
805-S	35912	41257	46602	51946	57291
806-S	38396	44108	49819	55531	61242
807-S	41050	47156	53261	59367	65472
808-S	43887	50414	56940	63467	69993
809-S	46904	53885	60867	67848	74829
810-S	50140	57603	65066	72529	79992
811-S	53595	61576	69557	77538	85519
812-S	57291	65824	74356	82889	91421
813-S	61242	70366	79489	88613	97736
814-S	65472	75226	84980	94733	104487
815-S	69993	80419	90846	101272	111698
816-S	74829	85973	97118	108262	119406
817-S	79992	91909	103826	115743	127660
818-S	85519	98257	110995	123733	136471
819-S	91421	105038	118655	132271	145888
820-S	97736	112292	126848	141404	155960
821-S	104487	120049	135611	151173	166735
822-S	111698	128339	144980	161620	178261
823-S	119406	137195	154985	172774	190563
824-S	127660	146676	165693	184709	203725
825-S	136471	156799	177128	197456	217784
826-S	145888	167619	189351	211082	232813
827-S	155960	179191	202422	225653	248884
828-S	166735	191566	216397	241227	266058
829-S	178261	204802	231343	257883	284424

T - Trades Occupational Group

Non-Exempt

PAY GRADE	Range Minimum	2nd Quartile Minimum	3rd	4th Quartile Minimum	Range Maximum
			Quartile Minimum (Range Midpoint)		
600-T	17659	19692	21725	23758	25791
601-T	18471	20595	22719	24843	26967
602-T	19307	21528	23749	25970	28191
603-T	20192	22513	24834	27155	29476
604-T	21101	23531	25961	28391	30821
605-T	22058	24600	27143	29685	32227
606-T	23064	25722	28379	31037	33694
607-T	24119	26898	29676	32455	35233
608-T	25222	28125	31028	33930	36833
609-T	26373	29406	32439	35472	38505
610-T	27573	30743	33912	37082	40251
611-T	28821	32136	35451	38766	42081
612-T	30142	33606	37069	40533	43996
613-T	31512	35136	38760	42384	46008
614-T	32954	36739	40523	44308	48092
615-T	34457	38411	42366	46320	50274
616-T	36021	40154	44287	48419	52552
617-T	37657	41981	46305	50628	54952
618-T	39366	43887	48408	52928	57449
619-T	41160	45887	50614	55340	60067
620-T	43026	47971	52916	57861	62806
621-T	44989	50158	55328	60497	65666
622-T	47038	52444	57849	63255	68660
623-T	49171	54822	60473	66124	71775
624-T	51401	57310	63218	69127	75035

Exempt

PAY GRADE	Range Minimum	2nd Quartile Minimum	3rd	4th Quartile Minimum	Range Maximum
			Quartile Minimum (Range Midpoint)		
800-T	25222	28979	32737	36494	40251
801-T	26967	30982	34997	39011	43026
802-T	28821	33118	37415	41711	46008
803-T	30821	35409	39996	44584	49171
804-T	32954	37854	42753	47653	52552
805-T	35233	40472	45711	50949	56188
806-T	37657	43260	48862	54465	60067
807-T	40251	46244	52238	58231	64224
808-T	43026	49435	55843	62252	68660
809-T	46008	52853	59698	66542	73387
810-T	49171	56489	63806	71124	78441
811-T	52552	60379	68205	76032	83858
812-T	56188	64554	72920	81286	89652
813-T	60067	69009	77950	86892	95833
814-T	64224	73781	83337	92894	102450
815-T	68660	78874	89088	99302	109516
816-T	73387	84310	95233	106156	117079
817-T	78441	90119	101796	113474	125151
818-T	83858	96342	108826	121309	133793
819-T	89652	102996	116340	129684	143028
820-T	95833	110104	124376	138647	152918
821-T	102450	117706	132963	148219	163475
822-T	109516	125824	142131	158439	174746
823-T	117079	134511	151943	169374	186806
824-T	125151	143792	162432	181073	199713
825-T	133793	153721	173650	193578	213506
826-T	143028	164329	185630	206931	228232
827-T	152918	175686	198453	221221	243988
828-T	163475	187815	212155	236495	260835
829-T	174746	200768	226790	252811	278833

V - Fiscal Occupational Group

Non-Exempt

PAY GRADE	Range Minimum	3rd			Range Maximum
		2nd Quartile Minimum	Quartile Minimum (Range Midpoint)	4th Quartile Minimum	
600-V	20119	22438	24758	27077	29396
601-V	21028	23455	25881	28308	30734
602-V	21986	24523	27060	29597	32134
603-V	22992	25643	28294	30945	33596
604-V	24046	26815	29584	32352	35121
605-V	25149	28042	30935	33827	36720
606-V	26300	29323	32347	35370	38393
607-V	27500	30660	33820	36980	40140
608-V	28749	32055	35362	38668	41974
609-V	30058	33514	36971	40427	43883
610-V	31427	35040	38653	42265	45878
611-V	32857	36633	40408	44184	47959
612-V	34348	38296	42245	46193	50141
613-V	35912	40040	44167	48295	52422
614-V	37548	41861	46175	50488	54801
615-V	39257	43766	48275	52783	57292
616-V	41050	45761	50472	55183	59894
617-V	42917	47843	52769	57694	62620
618-V	44868	50019	55170	60320	65471
619-V	46904	52292	57681	63069	68457
620-V	49038	54671	60303	65936	71568
621-V	51268	57158	63048	68938	74828
622-V	53595	59755	65916	72076	78236
623-V	56031	62471	68912	75352	81792
624-V	58576	65312	72048	78784	85520

Exempt

PAY GRADE	Range Minimum	3rd			Range Maximum
		2nd Quartile Minimum	Quartile Minimum (Range Midpoint)	4th Quartile Minimum	
800-V	28749	33031	37314	41596	45878
801-V	30736	35312	39887	44463	49038
802-V	32857	37748	42640	47531	52422
803-V	35124	40350	45576	50802	56028
804-V	37548	43135	48721	54308	59894
805-V	40141	46114	52087	58060	64033
806-V	42917	49302	55687	62072	68457
807-V	45874	52700	59527	66353	73179
808-V	49038	56338	63637	70937	78236
809-V	52419	60224	68029	75833	83638
810-V	56031	64377	72723	81068	89414
811-V	59897	68819	77741	86663	95585
812-V	64030	73567	83104	92640	102177
813-V	68454	78651	88848	99045	109242
814-V	73181	84080	94979	105878	116777
815-V	78235	89887	101540	113192	124844
816-V	83640	96097	108555	121012	133469
817-V	89409	102726	116044	129361	142678
818-V	95590	109825	124060	138294	152529
819-V	102184	117404	132624	147843	163063
820-V	109238	125511	141783	158056	174328
821-V	116776	134176	151575	168975	186374
822-V	124848	143445	162043	180640	199237
823-V	133465	153347	173229	193111	212993
824-V	142677	163931	185184	206438	227691
825-V	152530	175249	197968	220686	243405
826-V	163062	187349	211636	235923	260210
827-V	174334	200292	226251	252209	278167
828-V	186369	214117	241866	269614	297362
829-V	199241	228902	258563	288224	317885
830-V	212997	244703	276409	308115	339821
831-V	227686	261585	295483	329382	363280
832-V	243406	279645	315885	352124	388363
833-V	260204	298945	337686	376427	415168
834-V	278166	319583	361000	402417	443834