

**POSTING IS REQUIRED**

**Classification Notice No. 1340**

To: Agency Heads and Employees  
From: Jeff Dolan, Personnel Director  
Date: March 18, 2011  
Subject: Pay Survey 2011 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 pay range 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 2011 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 2011 Pay Survey recommendations on **Thursday, April 7, 2011, at 5:00 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.

# Pay Survey 2011

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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 2011 Pay Survey recommendations are listed on page 2. The recommendations include adjustments to seven of the occupational groups and pay grade bumps for 14 individual classifications.

## **Occupational Group Adjustments**

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, or "slide," for the occupational group. If the City's rates are above the market, CSA recommends no change.

The occupational group adjustments are not designed to deliver a pay increase with one exception, when an employee's pay falls below the range minimum of the adjusted pay range, the employee will move to the new range minimum, which will result in an increase. Occupational group adjustments recommended in the 2011 Pay Survey will be effective on July 1, 2011 in accordance with DRMC.

## **Individual Classification Bumps**

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 for at least two consecutive years to be considered for a bump.

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 4.55% for each pay grade bump upwards. Pay grade bumps recommended in the 2011 Pay Survey will be effective on January 1, 2012 in accordance with DRMC.

City employees will have the opportunity to comment on the findings at a public hearing before the Career Service Board on April 7, 2011 at 5:00 p.m.

If you have any questions about the 2011 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.

## **Merit (Performance) Increases**

Pay increases are granted based on individual employee performance as assessed through the annual Performance Enhancement Program (PEP). The amount of the potential increase is based on the employee's overall performance rating and the employee's location in the pay range.

In 2011, the City implemented a Common Performance Review Date process for evaluating employee performance. This year, all employees will be evaluated for the same time period, January 1, 2010 through December 31, 2010. In addition, all performance reviews will be conducted at the same time, January 1, 2011 through April 15, 2011 and merit (performance) pay increases will be provided to all employees on April 29, 2011 retroactive to January 2, 2011.

## Occupational Group Adjustments Effective 7/1/2011

Occupational Group		Proposed Occupational Group Adjustment
A	Professional	0.00%
C	Clerical	0.00%
D	Doctors	1.98%
E	Engineering & Science	0.00%
G	Art, Design, Media, Recreation, & Entertainment	0.57%
H	Health Technical & Related Support	0.00%
I	Information Technology	0.00%
J	Labor	2.60%
L	Legal	2.68%
N	Enforcement, Compliance, & Protective Service	0.00%
O	Health Professional	1.98%
S	General Support Services	0.00%
T	Trades	0.00%
V	Fiscal	0.00%
Y & Z	Short Range & Community Rate	0.57%

## Classifications Recommended for a Pay Grade Bump Effective 1/1/2012

Classification	From	To
<b>A – Professional</b>		
Monitor	817-A	818-A
Senior Deputy Monitor	814-A	815-A
<b>G – Art, Design, Recreation, Media &amp; Entertainment</b>		
Copy Center Operator	606-G	609-G
<b>H – Health Technical &amp; Related Support</b>		
Addictions Counselor Level II	614-H	615-H
Dental Assistant	609-H	610-H
Lab Technician	615-H	616-H
Nursing Aide	607-H	608-H
Radiographic Support Technician	607-H	608-H
Senior Laboratory Technician	616-H	617-H
<b>O – Health Professional</b>		
Medical Technologist	810-O	811-O
Medical Technologist Section Supervisor	812-O	813-O
Medical Technologist Unit Supervisor	811-O	812-O
Senior Occupational Therapist	809-O	810-O
<b>T – Trades</b>		
Senior Biomedical Equipment Technician	620-T	624-T

## Steps to Determine Recommended Pay Range for each Classification

In October 2010 the City implemented new pay ranges called Simplified Pay Ranges. A Simplified Pay Range is a pay range without fixed steps. Instead of dividing a pay range into steps (18 for non-exempt pay ranges and 22 for exempt pay ranges), the pay ranges are now divided into quartiles, or four segments. The quartiles are used to determine the potential merit (performance) increase an employee may receive based on the rating from their annual Performance Enhancement Program Report.

The following steps will help you to identify the pay grade assigned to your current classification and the recommended salary range. Each employee's actual classification title and current salary is located on the upper portion of the pay check stub.

**Step One:** Locate your classification title in the alphabetical listing on pages 3 through 9.

**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.

Class Title	Pay Grade	Class Title	Pay Grade
3-1-1 Customer Service Agent	613-S	Advanced Poison Information Specialist	812-O
3-1-1 Customer Service Operations Supervisor	807-S	Advanced Registered Nurse	812-O
3-1-1 Customer Service Specialist	614-S	Advanced Technical Physician	827-D
3-1-1 Lead Customer Service Agent	614-S	Agency Controller	815-V
3-1-1 Operations Support Assistant	612-C	Agency Human Resources Director	813-A
3-1-1 Operations Support Trainer/Analyst	806-A	Agency Trainer	807-A
911 Lead Operator	617-S	Agency Training Supervisor	809-A
911 Operator	616-S	Americans with Disabilities Act Compliance Officer	809-A
Accounting Assistant I	612-V	Anesthesia Technician	610-H
Accounting Assistant II	613-V	Animal Care Attendant	608-S
Accounting Supervisor	811-V	Animal Care Supervisor	610-S
Accounting Technician	613-V	Animal Control Investigation Supervisor	806-N
Activities Leader I – Non-Certified	115-Z	Animal Control Investigator	613-N
Activities Leader II – Certified	116-Z	Appellate Legal Research Assistant	625-L
Addictions Counselor, Level II	614-H	Appraisal Data Collector	608-V
Addictions Counselor, Level III	617-H	Aquatics Coordinator	616-G
Administrative Assistant	803-A	Arboreal Inspector	619-N
Administrative Assistant to the Mayor	812-A	Arborist	809-N
Administrative Officer	814-A	Architect	813-E
Administrative Support Assistant I	605-C	Art Museum Marketing and Public Relations Representative	805-A
Administrative Support Assistant II	608-C	Asphalt Plant Operator	616-J
Administrative Support Assistant III	610-C	Assessment Hearings Officer	820-L
Administrative Support Assistant IV	613-C	Assessment Information Technician	612-V
Administrative Support Assistant V	614-C	Assistant Aviation Operations Manager	619-A
Administrator I	810-A	Assistant Chief of Operations	813-A
Administrator I	812-V	Assistant City Attorney - Associate	814-L
Administrator I	815-I	Assistant City Attorney - Division Director	822-L
Administrator II	812-A	Assistant City Attorney - Entry	812-L
Administrator II	814-V	Assistant City Attorney - Section Supervisor	821-L
Administrator II	817-I	Assistant City Attorney - Senior	818-L
Administrator III	814-A	Assistant City Attorney - Specialist	820-L
Administrator III	816-V	Assistant Director of Museum Security and Safety	612-N
Administrator III	819-I	Assistant Director of Parks	812-A
Advanced Clinic Technician	618-H	Assistant Director of Pharmacy	820-O
Advanced Lifeguard	112-Z	Assistant Golf Professional	803-G
Advanced Physician	824-D		

<b>Class Title</b>	<b>Pay Grade</b>	<b>Class Title</b>	<b>Pay Grade</b>
Associate Administrator	810-A	Case Management Supervisor II	810-H
Associate Agency Budget Analyst	807-V	Cast Technician	611-H
Associate Buyer	806-A	Catalog Librarian	805-A
Associate City Inspector	617-N	Cataloging Assistant	612-A
Associate City Planner	809-E	Cement Finisher	616-T
Associate Development Project Coordinator	808-E	Central Supply Lead Technician	608-S
Associate Director of Physician Services	828-D	Central Supply Supervisor	802-S
Associate Director of Technical Physician Services	831-D	Central Supply Technician	607-S
Associate Enterprise Resource Planning Developer	812-I	Certified Public Accountant I	616-V
Associate Enterprise Resource Planning Systems Analyst	812-I	Certified Public Accountant II	808-V
Associate Financial Management Analyst	808-V	Certified Public Accountant III	811-V
Associate Heavy Equipment Mechanic	617-T	Certified Public Accountant IV	813-V
Associate Human Resources Professional	807-A	Certified Sterile Processing Technician	607-S
Associate Information Technology Developer	811-I	Chemist	810-E
Associate Information Technology Systems Administrator	811-I	Chief Inspector	809-N
Associate Information Technology Systems Analyst	811-I	Chief Medical Examiner/Coroner	828-D
Associate Information Technology Technician	617-I	Chief Paramedic	818-H
Associate Parks Landscape Planner	810-E	Chief Trades Inspector	811-T
Associate Plans Review Technician	618-E	Child Support Assistant	613-C
Associate Probation Officer	620-N	Child Support Enforcement Technician	616-L
Associate Real Property Appraiser	806-V	Children's Librarian	805-A
Associate Statistical Researcher	807-A	City Council Aide I	803-A
Associate Surveying Technician	617-E	City Council Aide II	805-A
Attorney Intern	406-L	City Council Aide III	810-A
Automotive Body Repair Supervisor	810-T	City Council Clerk	808-A
Automotive Service Center Supervisor	807-T	City Controller	818-V
Automotive Service Technician	612-T	City Forester	813-A
Aviation Customer Service Agent	613-S	City Inspector	615-N
Aviation Customer Service Manager	809-S	City Surveyor	817-E
Aviation Customer Service Supervisor	808-S	Claims Adjuster I	614-A
Aviation Electrical Superintendent	812-T	Claims Adjuster II	806-A
Aviation Electrical/Electronic Support Engineer	813-E	Clinical Care Associate	614-H
Aviation Emergency Dispatcher	616-S	Clinical Care Technician	611-H
Aviation Land Administrator	810-A	Clinical Nurse Educator	813-O
Aviation Noise Abatement Officer	621-E	Clinical Nurse Specialist	815-O
Aviation Noise Abatement Supervisor	812-E	Clinical Social Work Team Leader	810-O
Aviation Operations Manager	811-A	Collection Development Manager	810-A
Aviation Operations Representative	616-S	Collections Investigator	614-N
Aviation Operations Representative Supervisor	808-S	Collections Specialist	807-A
Aviation Painting Supervisor	809-T	Community Development Associate	806-A
Aviation Planning Administrator	816-E	Community Development Representative I	808-A
Aviation Tour Guide	607-S	Community Development Representative II	810-A
Behavioral Health Technician	611-H	Community Relations Consultant	807-A
Bibliographic Technician	610-C	Community Relations Ombudsman	807-A
Boating Ranger	323-Y	Computer Aided Drafting Technician	620-E
Body Repair Worker	619-T	Computer Operator	613-I
Booking Coordinator	807-G	Concession and Asset Supervisor	811-A
Booking Specialist	809-G	Construction and Maintenance Supervisor	811-T
Branch Manager	808-A	Construction Inspector	621-T
Business Development Associate I	614-A	Content Developer	807-G
Business Development Associate II	806-A	Contract Administration Supervisor	810-A
Business Development Representative I	808-A	Contract Administrator	808-A
Business Development Representative II	810-A	Contract Compliance Coordinator	806-A
Business Development Representative Supervisor	808-A	Contract Compliance Supervisor	808-A
Business License Inspector	615-N	Contract Compliance Technician	614-A
Buyer Supervisor	811-A	Cook	606-S
Cardiac Sonographer	625-H	Cooperative Education Trainee	402-C
Cardiopulmonary Technologist	624-H	Copy Center Operator	606-G
Cardiovascular Technologist	623-H	Coroner's Investigator	623-N
Carpenter	616-T	Correctional Institution Food Manager	808-S
Case Management Coordinator I	615-H	Correctional Institution Head Nurse	814-O
Case Management Coordinator II	616-H	Correctional Institution Nursing Manager	816-O
Case Management Coordinator III	617-H	Cost Estimator Analyst	809-A
Case Management Supervisor I	808-H	County Court Marshal	619-N
		County Court Marshal Supervisor	809-N
		County Court Parking Magistrate	619-L

<b>Class Title</b>	<b>Pay Grade</b>	<b>Class Title</b>	<b>Pay Grade</b>
Court Division Supervisor	810-A	Electronic Systems Technician	620-T
Court Interpreter	622-S	Electronics Technician Supervisor	810-T
Crew Supervisor	620-J	Emergency Communications Operator	617-S
Criminal Justice Transcriptionist	614-C	Emergency Management Coordinator	808-A
Critical Care Respiratory Specialist	810-H	Emergency Service Patrol Team Leader	616-H
Custodial Services Supervisor	803-J	Emergency Service Supervisor	808-H
Custodial Supervisor	801-J	Emergency Service Technician	615-H
Custodial Trainee	403-J	Employee Assistance Counselor	808-O
Custodian	606-J	EMT-Basic	611-H
Cytotechnologist	811-H	Engineer	813-E
Data Team Administrator	809-I	Engineer/Architect Specialist	817-E
Database Administrator	813-I	Engineer/Architect Supervisor	817-E
Dental Assistant	609-H	Engineering Associate	617-E
Dental Assistant Supervisor	803-H	Entertainment Production Coordinator	808-G
Dentist	819-D	Environmental Public Health Analyst I	621-E
Department Controller	817-V	Environmental Public Health Analyst II	812-E
Deputy City Attorney	821-L	Environmental Public Health Investigator I	618-E
Deputy Director of Emergency Preparedness	809-A	Environmental Public Health Investigator II	809-E
Deputy Manager of Aviation for Air Service		Environmental Public Health Manager	815-E
Development, Marketing and		Environmental Public Health Program	813-E
Public/Government Affairs	817-A	Administrator	
Deputy Manager of Aviation for Finance and		Environmental Public Health Program Supervisor	812-E
Administration	819-A	Epidemiological Research Technician	615-H
Deputy Manager of Aviation for Maintenance,		Equipment Operator	612-J
Planning & Engineering	819-A	Equipment Operator Specialist	614-J
Deputy Manager of Aviation for Operations	819-A	ERP Applications Administrator I	812-I
Deputy Manager of General Services for Theatres		ERP Applications Administrator II	814-I
and Arenas	815-A	Events Coordinator	807-G
Deputy Manager of Parks and Recreation	814-A	Executive	819-A
Deputy Monitor	810-A	Executive Assistant I	613-A
Deputy Public Trustee	808-A	Executive Assistant II	614-A
Development and Planning Supervisor	813-E	Executive Assistant III	615-A
Diagnostic Imaging Supervisor	812-H	Executive Assistant to the Mayor	807-A
Diagnostic Imaging Technologist	623-H	Executive Director	818-A
Dietetic Technician, Registered	609-H	Executive Director - City Council Staff	816-A
Digital Imaging Technician	618-G	Executive Director - Civil Service Commission	814-A
Director of Aviation Maintenance	817-A	Executive Manager	817-A
Director of Clinical Social Work	814-O	Executive Manager	820-E
Director of Community Relations	812-A	Executive Manager	822-I
Director of Employee Assistance	813-A	Executive Manager	818-V
Director of Excise and Licenses	812-A	Executive Officer	816-A
Director of IT Customer Relationships	820-I	Executive Secretary to the Mayor	805-A
Director of Pharmacies	822-O	Exhibition Designer	616-G
Director of Technical Physician Services	833-D	Facilities Superintendent	812-T
Director of the Mayor's Office of Economic		Facility Maintenance Technician	616-T
Development	818-A	Field Superintendent	814-J
Diversion/Criminal Justice Officer	620-N	Financial Management Specialist	812-V
Diversion Officer Supervisor	810-N	Fingerprint Identification Clerk	612-N
Economic Crime Specialist	612-N	Fingerprint Technician	615-N
Economic Development Specialist-Business		Fire Protection Engineer	816-E
Development	808-V	Fire Protection Supervisor	817-E
Economic Development Supervisor	810-A	Fitness Instructor I – Non-Certified	115-Z
Education Program Assistant	615-A	Fitness Instructor II – Certified	116-Z
Education Program Coordinator	806-A	Fleet Maintenance Support Engineer	813-E
Election Division Assistant	617-A	Food Production Supervisor	803-S
Election Equipment and Supply Technician	616-J	Food Service Custodial Supervisor	803-S
Election Support Assistant	613-C	Food Service Worker	603-S
Electrical Inspector	621-T	Forensic Autopsy Technician	616-H
Electrical Maintenance Worker	616-T	Forensic Autopsy Technician Supervisor	807-H
Electrical Supervisor	810-T	Forensic Quality Assurance Specialist	810-A
Electrician	620-T	Forensic Pathologist	824-D
Electrocardiograph Technician	613-H	Forensic Pathology Fellow	401-D
Electrocardiograph Technician Supervisor	805-H	Forensic Scientist I	809-E
Electroencephalograph Technician	614-H	Forensic Scientist II	812-E
Electronic Monitoring Probation Officer	621-N	Forensic Scientist Supervisor	815-E
Electronic Monitoring Probation Officer – Lead	622-N	Gardening Technician	610-J

<b>Class Title</b>	<b>Pay Grade</b>	<b>Class Title</b>	<b>Pay Grade</b>
Geographic Information System Analyst	619-I	Land Surveyor	812-E
Geographic Information System Technician	614-I	Land Surveyor Supervisor	814-E
Geographic Information Systems Data Administrator	813-I	Landscape Architect Supervisor	815-E
Geographic Information Systems Photogrammetry Administrator	813-I	Landside Service Agent I	612-N
Glazier	616-T	Landside Service Agent II	616-N
Golf Course Operator	616-G	Landside Service Supervisor	807-N
Golf Professional	807-G	Laundry Manager	805-S
Golf/Pro Shop Assistant	600-G	Laundry Supervisor	609-S
Golf Starter and Ranger	310-Y	Laundry Worker	604-S
Graphic Designer	805-G	Lead Addictions Counselor	619-H
Graphics Supervisor	807-G	Lead Case Management Coordinator	617-H
Graphics Technician	614-G	Lead Custodian	607-J
Health Care Technician	610-H	Lead Elections Support Assistant	614-C
Health Information Supervisor	808-H	Lead Emergency Communications Operator	618-S
Hearings Officer	820-L	Lead Heavy Equipment Mechanic	620-T
Heating, Ventilating, and Air Conditioning (HVAC) Mechanic	619-T	Lead Internal Auditor	811-V
Heating, Ventilating, and Air Conditioning (HVAC) Supervisor	811-T	Lead Park Ranger	620-G
Heavy Equipment Mechanic	619-T	Lead Payroll Associate	808-V
Heavy Equipment Mechanic Line Supervisor	810-T	Lead Pharmacist	819-O
Heavy Equipment Operator	616-J	Lead Radiographic Support Technician	609-H
Heavy Equipment Service Technician	614-T	Lead Social Case Worker	808-O
Helicopter Mechanic	620-T	Lead Tax Auditor	811-V
Histology Technologist	806-H	Legal Administrator	813-A
Horticultural Worker	611-J	Legal Secretary	617-C
Hospital Housekeeping Manager	805-J	Legislative Assistant	807-A
Hospital Switchboard Operator	606-C	Library Program Associate	615-A
Hotline Operator	613-S	Licensed Practical Nurse	616-H
Human Resources Specialist	811-A	Licensed Therapist-Master's Level	808-O
Human Resources Supervisor	812-A	Licensing Technician	615-C
Human Resources Support Technician	614-A	Lifeguard	111-Z
Human Resources Technician	615-A	Loan and Grant Processor	615-V
Human Resources Technician Supervisor	808-A	Locksmith	616-T
Human Service Advocate	613-H	Maintenance Assistant	609-T
Human Service Supervisor	805-H	Maintenance Control Supervisor	810-S
Imaging Operations Supervisor	813-H	Maintenance Control Technician	618-S
Information Display Technician	620-T	Maintenance Liaison	618-S
Information Security Manager	815-I	Maintenance Technician	613-T
Information Technology Communications Technician	621-I	Mammography Technologist	625-H
Information Technology Division Director	817-I	Mammography Technologist Supervisor	628-H
Information Technology Project Manager	814-I	Management Analyst I	615-A
Information Technology Supervisor	816-I	Management Analyst II	807-A
Information Technology Systems Architect	815-I	Management Analyst III	809-A
Information Technology Technical Writer	807-I	Management Analyst IV	812-A
Information Technology Technician Supervisor	810-I	Management Analyst Supervisor	812-A
Institution Food Steward	614-S	Management Analyst-Office of Independent Monitor	809-A
Institution Food Steward Supervisor	617-S	Manager 1	813-A
Internal Audit Supervisor	813-V	Manager 1	818-E
Interpreter Coordinator	809-S	Manager 1	818-I
Investigations Technician	620-L	Manager 1	815-V
Investigative Legal Research Assistant	624-L	Manager 2	815-A
Investigator Supervisor	812-N	Manager 2	819-E
IT Program Manager	817-I	Manager 2	820-I
IT Project Manager I	811-I	Manager 2	817-V
IT Project Manager II	813-I	Manager of Publication	809-G
IT Project Manager III	815-I	Marketing/Public Relations Administrator	813-A
Judicial Assistant I	613-C	Marketing/Public Relations Representative	808-A
Judicial Assistant II	615-C	Marketing/Public Relations Specialist	810-A
Judicial Assistant III	617-C	Master Trades Worker	622-T
Judicial Assistant IV	619-L	Materials Laboratory Administrator	813-E
Laboratory Aide	606-J	Materials Tester	619-E
Laboratory Technician	615-H	Mayor's Youth Worker	402-A
		Mechanic Line Supervisor	810-T
		Mechanical Inspector	621-T
		Medical Charge Auditor	619-V
		Medical Imaging Manager	817-H

<b>Class Title</b>	<b>Pay Grade</b>	<b>Class Title</b>	<b>Pay Grade</b>
Medical Interpreter	611-S	Personal Property Audit Technician	613-V
Medical Interpreter Supervisor	616-S	Pharmacist	818-O
Medical Interpreter Volunteer Coordinator	613-S	Pharmacy Technician	611-H
Medical Office Assistant	612-H	Photo Enforcement Agent	613-N
Medical Only Claims Adjuster	612-A	Physical Therapist	810-O
Medical Records Coder	616-H	Physical Therapist Supervisor	813-O
Medical Services Representative	612-H	Physician	822-D
Medical Technologist	810-O	Physician Assistant	815-O
Medical Technologist Section Supervisor	812-O	Plans Review Engineer	816-E
Medical Technologist Unit Supervisor	811-O	Plans Review Supervisor	810-E
Medical Transcriptionist	612-C	Plans Review Technician	616-E
Modified Duty Coordinator	614-A	Plumber	620-T
Monitor	817-A	Plumbing Inspector	621-T
Motor Vehicle Supervisor	806-C	Plumbing Supervisor	810-T
Motor Vehicle Technician I	614-C	Poison Information Specialist	811-O
Motor Vehicle Technician II	615-C	Police Dispatcher	621-S
Multiple Trades Supervisor	811-T	Police Fleet Technician	618-T
Museum Collection Assistant	612-G	Police Lead Dispatcher	622-S
Museum Curatorial Assistant	610-G	Police Photographic Specialist	616-G
Museum Dock Officer	609-N	Pool Maintenance Technician	616-T
Museum Security Officer	608-N	Pool Supervisor	114-Z
National Crime Information Center Agent (NCIC Agent)	616-S	Power Shovel Operator	617-J
Nuclear Medicine Technologist	628-H	Press Operator	610-G
Nuclear Medicine Technologist Supervisor	816-H	Principal City Planner	813-E
Nurse Midwife	816-O	Probation Officer Supervisor	812-N
Nurse Practitioner	815-O	Professional Occupations Intern I	404-A
Nursing Administrator	814-O	Professional Occupations Intern II	406-A
Nursing Aide	607-H	Professional Occupations Intern III	408-A
Nursing Clinical Coordinator	813-O	Professional Services Supervisor	811-A
Nursing Operations Manager	818-O	Program Administrator	808-A
Nursing Program Manager	815-O	Program Coordinator	806-A
Nutritionist	807-O	Program Manager	811-A
Obstetrics Technician	610-H	Program Quality Assurance Technician	615-N
Occupational Therapist Supervisor	812-O	Project Inspector	811-E
Office Occupations Trainee	402-C	Project Manager I	811-A
Operations Assistant	613-A	Project Manager I	813-E
Operations Coordinator	808-A	Project Manager I	812-V
Operations Supervisor	810-J	Project Manager II	813-A
Operational Supervisor I	808-A	Project Manager II	815-E
Operational Supervisor I	808-V	Project Manager II	814-V
Operational Supervisor II	810-A	Project Manager II (Hourly)	815-E
Outreach Case Coordinator	617-H	Property and Evidence Technician	614-N
Outreach Case Coordinator Supervisor	808-H	Psychologist	813-O
Outreach Librarian	806-A	Psychologist Candidate for Licensure	809-O
Outreach Specialist	807-A	Psychologist Supervisor	815-O
Painter	616-T	Psychology Intern	407-O
Paralegal I	618-L	Public Health Dentist	821-D
Paralegal II	620-L	Public Health Veterinarian	815-D
Paralegal III	623-L	Public Safety Cadet	403-B
Paramedic	620-H	Public Safety Inspector	621-T
Paramedic Dispatch Supervisor	624-S	Purchasing Technician	614-A
Paramedic Dispatcher	621-S	Quality Improvement Nurse	811-O
Paramedic Field Supervisor	810-H	Quality Review and Improvement Supervisor	814-O
Paramedic Fleet Supervisor	811-H	Radiographic Support Technician	607-H
Paramedic Operations Supervisor	811-H	Ramp Tower Supervisor	622-A
Park Horticulturist	613-J	Real Estate Agent	809-A
Park Seasonal Laborer	226-Y	Real Property Appraiser Specialist	810-V
Parking Meter Collector	609-J	Real Property Appraiser Supervisor	811-V
Parking/Speeding Enforcement Supervisor	806-N	Real Property Appraiser Technician	613-V
Parks and Recreation Ranger	613-G	Recreation Aide	211-Y
Patient Representative	614-S	Recreation Coordinator	616-G
Payroll Accountant	809-V	Recreation Instructor	608-G
Payroll Associate	615-V	Recreation Manager	811-A
Payroll Supervisor	811-V	Recreation Facility Assistant	220-Y
Permit Supervisor	808-E	Recreation Supervisor	809-G
		Recreation Trainee	401-G



<b>Class Title</b>	<b>Pay Grade</b>	<b>Class Title</b>	<b>Pay Grade</b>
Recreational Therapist	807-O	Senior Plus Case Coordinator	615-H
Reference Librarian	805-A	Senior Police Fleet Technician	619-T
Registered Nurse	811-O	Senior Probation Officer	623-N
Research Supervisor	812-A	Senior Project Inspector	812-E
Respiratory Therapist	618-H	Senior Quality Improvement Nurse	812-O
Respiratory Therapy Technician	613-H	Senior Real Estate Agent	811-A
Right-of-Way Enforcement Agent I	613-N	Senior Real Property Appraiser	808-V
Right-of-Way Enforcement Agent II	615-N	Senior Reference Librarian	807-A
Risk Analyst	808-A	Senior Registered Nurse	813-O
Safety and Industrial Hygiene Administrator	810-A	Senior Respiratory Therapist	622-H
Safety and Industrial Hygiene Professional I	617-A	Senior Social Case Worker	807-O
Safety and Industrial Hygiene Professional II	808-A	Senior Special Collection Librarian	809-A
Safety and Industrial Hygiene Supervisor	811-A	Senior Special Procedures Technologist	625-H
Security Captain	808-N	Senior Speech Therapist	809-O
Security Guard	609-N	Senior Statistical Researcher	809-A
Security Officer	609-N	Senior Surveying Technician	619-E
Security Specialist	613-N	Senior Tax Auditor	810-V
Security Supervisor	803-N	Senior Technical Physician	829-D
Selection Librarian	805-A	Senior Television & Video Producer	812-G
Semi-Tractor Trailer Operator	615-J	Senior Television Operations Worker	611-J
Senior Accountant	808-V	Senior Transcriptionist	617-C
Senior Agency Budget Analyst	809-V	Senior Transportation Worker	608-J
Senior Arboreal Inspector	621-N	Senior Tree Trimmer	613-T
Senior Architect	816-E	Senior Utility Worker	611-J
Senior Biomedical Equipment Technician	620-T	Senior Workforce Development Advisor	808-A
Senior Branch Librarian	807-A	Shelver	601-C
Senior Buyer	808-A	Sign Language Interpreter	622-S
Senior Cardiac Sonographer	627-H	Social Case Worker	806-O
Senior Catalog Librarian	807-A	Social Case Worker Manager	812-O
Senior City Inspector	619-N	Social Case Worker Supervisor	810-O
Senior City Planner	811-E	Social Worker Intern	406-O
Senior Clinical Care Associate	616-H	Special Collection Librarian	807-A
Senior Clinical Social Worker	808-O	Special Education Teacher	810-O
Senior Cost Estimator Analyst	811-A	Special Education Teacher Supervisor	812-O
Senior Criminal/Civil Investigator	624-L	Special Events Coordinator	808-G
Senior Curator	808-G	Special Procedures Technologist	624-H
Senior Deputy Monitor	814-A	Speech Therapist	809-O
Senior Development Project Coordinator	810-E	Sports Official I – Non-Certified	115-Z
Senior Director of Nursing	822-O	Sports Official II – Certified	116-Z
Senior Engineer	816-E	Stable Master	613-T
Senior Engineering Aide	614-E	Staff Accountant	616-V
Senior Engineering Associate	811-E	Staff Agency Budget Analyst	614-V
Senior Enterprise Resource Planning Developer	814-I	Staff Architectural Associate	810-E
Senior Enterprise Resource Planning Systems Analyst	814-I	Staff Assistant	805-A
Senior Environmental Public Health Program Administrator	814-E	Staff Buyer	614-A
Senior Equipment Repair Technician	617-T	Staff Community Development Associate	614-A
Senior Exhibition Designer	807-G	Staff Engineer	810-E
Senior Financial Management Analyst	810-V	Staff Enterprise Resource Planning Developer	622-I
Senior Geographic Information System Analyst	809-I	Staff Enterprise Resource Planning Systems Analyst	622-I
Senior Human Resources Business Partner	812-A	Staff Financial Management Analyst	616-V
Senior Human Resources Professional	809-A	Staff Human Resources Professional	615-A
Senior Information Technology Developer	813-I	Staff Information Technology Developer	621-I
Senior Information Technology Systems Administrator	813-I	Staff Information Technology Systems Administrator	621-I
Senior Information Technology Systems Analyst	813-I	Staff Information Technology Systems Analyst	621-I
Senior Information Technology Technician	619-I	Staff Information Technology Technician	614-I
Senior Internal Auditor	810-V	Staff Internal Auditor	619-V
Senior Laboratory Technician	616-H	Staff Land Surveyor	810-E
Senior Landscape Architect	813-E	Staff Parks Landscape Planner	619-E
Senior Occupational Therapist	809-O	Staff Probation Officer	617-N
Senior Payroll Associate	807-V	Staff Real Property Appraiser	614-V
Senior Physical Therapist	811-O	Staff Social Case Worker	615-O
Senior Physician	826-D	Staff Special Education Teacher	619-O
Senior Plans Review Technician	621-E	Staff Tax Auditor	619-V
		Stapleton Redevelopment Programs Manager	810-A

<b>Class Title</b>	<b>Pay Grade</b>	<b>Class Title</b>	<b>Pay Grade</b>
Stock Clerk	610-S	Turf Equipment Mechanic	615-T
Stockkeeper	616-S	Turf Equipment Mechanic Supervisor	808-T
Stockroom Manager	809-S	Ultrasound Technologist	624-H
Stockroom Supervisor	808-S	Ultrasound Technologist Supervisor	627-H
Strategic Advisor	813-A	Underground Utility Investigator	614-N
Superintendent of Radio Communications	812-T	Underground Utility Investigator Supervisor	806-N
Supervisor of Administrative Support I	806-C	Unit Charge Nurse	813-O
Supervisor of Administrative Support II	808-C	Urban Design Architect	813-E
Surveying Associate	620-E	Usher	310-Z
Surveying Technician	615-E	Utility Worker	609-J
Systems Librarian	806-A	Utility Worker Trainee	404-J
Tax Analyst	616-V	Vector Control Inspector	615-N
Tax Audit Supervisor	813-V	Vehicle Boot Investigator	616-N
Tax Revenue Agent I	615-V	Vehicle Impound Clerk	613-S
Tax Revenue Agent II	617-V	Vehicle Support Technician	606-S
Tax Revenue Agent Supervisor	808-V	Veterinary Technician	612-H
Tax Technician I	612-V	Victim Advocate	616-A
Tax Technician II	613-V	Victim Specialist	618-H
Technical Director-Board of Adjustment Zoning	808-A	Vocational Mechanic Trainee	406-T
Technical Physician	825-D	Washing Machine Operator	606-S
Telecommunications Administrator	812-I	Wastewater Data Technician	612-V
Television Engineer	808-I	Wastewater Quality Control Manager	813-E
Television & Video Director/Editor	810-G	Wastewater Quality Control Supervisor	807-E
Television & Video Producer	810-G	Wastewater Systems Data Investigator	617-N
Television & Video Production Support Technician	615-G	Water Quality Investigator	619-N
Television Operations Worker	609-J	Webmaster	811-I
Television Programmer	809-G	Women, Infants, and Children (WIC) Counselor	613-H
Television Unit Supervisor	621-J	Work Release Technician	614-A
Tenant Facility Project Supervisor	813-E	Workers' Compensation Claims Supervisor	810-A
Therapist -Master's Level	806-O	Workers' Compensation Registered Nurse	813-O
Therapist Supervisor	810-O	Youth Counselor	617-O
Tow Truck Operator	612-J	Youth Counselor Supervisor	808-O
Trades Apprentice	614-T	Youth Worker	613-H
Traffic Signal Technician 1	617-T	Zoo Area Supervisor	806-A
Traffic Signal Technician 2	619-T	Zoo Commissary Administrator	806-S
Traffic Signal Technician 3	620-T	Zoo Commissary Worker	609-S
Traffic Signal Technician Supervisor	810-T	Zoo Curator	810-A
Transportation Worker	607-J	Zoo Veterinarian	815-D
Treasury Agent	619-V	Zoo Veterinary Technician	618-H
Tree Trimmer	612-T	Zookeeper	613-A

# Part-time and Seasonal Classifications

## Training Classes

Classification	Pay Grade	Hourly Rate
Attorney Intern	406-L	\$23.71
Cooperative Education Trainee	402-C	\$8.89
Custodial Trainee	403-J	\$9.52
Forensic Pathology Fellow	401-D	\$35.46
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	\$17.31
Public Safety Cadet	403-B	\$10.96
Recreation Trainee	401-G	\$8.11
Social Worker Intern	406-O	\$13.23
Utility Worker Trainee	404-J	\$10.88
Vocational Mechanic Trainee	406-T	\$15.83
<b>Effective 9/4/2011</b>		
Mayor's Youth Worker	402-A	\$7.75

## Short Range Classes

Classification	Pay Grade	Range Min	2 <sup>nd</sup> Quartile Min	3 <sup>rd</sup> Quartile Min	4 <sup>th</sup> Quartile Min	Range Max
<b>Schedule A</b>						
Park Seasonal Laborer	226-Y	10.71	11.03	11.36	11.68	12.00
Recreation Aide	211-Y	7.40	7.62	7.84	8.06	8.28
Recreation Facility Assistant	220-Y	9.23	9.51	9.79	10.06	10.34
<b>Schedule B</b>						
Boating Ranger	323-Y	14.51	15.51	16.51	17.51	18.51
Golf Starter and Ranger	310-Y	7.69	8.22	8.75	9.28	9.81

## Community Rate Classes

Classification	Pay Grade	Range Min	2 <sup>nd</sup> Quartile Min	3 <sup>rd</sup> Quartile Min	4 <sup>th</sup> Quartile Min	Range Max
<b>Schedule A</b>						
Activities Leader I - Non-Certified	115-Z	13.67	14.92	16.17	17.41	18.66
Activities Leader II - Certified	116-Z	20.49	22.36	24.24	26.11	27.98
Advanced Lifeguard	112-Z	9.95	10.86	11.77	12.67	13.58
Fitness Instructor I - Non-Certified	115-Z	13.67	14.92	16.17	17.41	18.66
Fitness Instructor II - Certified	116-Z	20.49	22.36	24.24	26.11	27.98
Lifeguard	111-Z	8.65	9.44	10.23	11.02	11.81
Pool Supervisor	114-Z	13.14	14.34	15.55	16.75	17.95
Sports Official I - Non Certified	115-Z	13.67	14.92	16.17	17.41	18.66
Sports Official II - Certified	116-Z	20.49	22.36	24.24	26.11	27.98
Classification	Pay Grade	Range Min	2 <sup>nd</sup> Sector Min	3 <sup>rd</sup> Sector Min	Range Max	
<b>Schedule B</b>						
Usher	310-Z	7.40	9.00	12.07	13.30	

**A - Professional Occupational Group**

**Non-Exempt**

PAY GRADE	Range Minimum	2nd Quartile Minimum	3rd Quartile		Range Maximum
			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	2nd Quartile Minimum	3rd Quartile		Range Maximum
			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 Quartile		Range Maximum
			Minimum (Range Midpoint)	4th Quartile Minimum	
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	41266	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 Quartile		Range Maximum
			Minimum (Range Midpoint)	4th Quartile Minimum	
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 Quartile		Range Maximum
			Minimum (Range Midpoint)	4th Quartile Minimum	
800-D	24794	28480	32167	35853	39539
801-D	26500	30443	34386	38329	42272
802-D	28317	32535	36753	40971	45189
803-D	30282	34787	39293	43798	48303
804-D	32370	37187	42005	46822	51639
805-D	34608	39756	44904	50052	55200
806-D	36993	42496	48000	53503	59006
807-D	39540	45423	51307	57190	63073
808-D	42271	48560	54848	61137	67425
809-D	45188	51912	58636	65359	72083
810-D	48303	55490	62678	69865	77052
811-D	51640	59322	67004	74686	82368
812-D	55200	63413	71627	79840	88053
813-D	59007	67789	76571	85352	94134
814-D	63073	72461	81848	91236	100623
815-D	67424	77457	87490	97523	107556
816-D	72084	82809	93535	104260	114985
817-D	77052	88519	99986	111453	122920
818-D	82367	94628	106889	119150	131411
819-D	88053	101161	114269	127376	140484
820-D	94134	108144	122154	136164	150174
821-D	100623	115604	130584	145565	160545
822-D	107556	123575	139593	155612	171630
823-D	114984	132106	149227	166349	183470
824-D	122920	141225	159531	177836	196141
825-D	131411	150977	170543	190108	209674
826-D	140484	161400	182317	203233	224149
827-D	150174	172536	194899	217261	239623
828-D	160544	184448	208352	232256	256160
829-D	171630	197184	222739	248293	273847
830-D	183471	210793	238115	265436	292758
831-D	196140	225347	254554	283760	312967
832-D	209675	240902	272130	303357	334584
833-D	224148	257533	290917	324302	357686
834-D	239622	275311	311001	346690	382379

**E - Engineering & Science Occupational Group**

**Non-Exempt**

PAY GRADE	Range Minimum	2nd Quartile Minimum	3rd Quartile		Range Maximum
			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	2nd Quartile Minimum	3rd Quartile		Range Maximum
			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		Range Maximum
			Minimum (Range Midpoint)	4th Quartile Minimum	
600-G	19783	22066	24348	26631	28913
601-G	20685	23071	25457	27843	30229
602-G	21624	24120	26616	29111	31607
603-G	22611	25219	27828	30436	33044
604-G	23647	26371	29096	31820	34544
605-G	24731	27577	30424	33270	36116
606-G	25866	28840	31815	34789	37763
607-G	27047	30155	33264	36372	39480
608-G	28278	31530	34781	38033	41284
609-G	29559	32960	36361	39761	43162
610-G	30911	34464	38017	41570	45123
611-G	32313	36028	39742	43457	47171
612-G	33789	37671	41554	45436	49318
613-G	35324	39383	43442	47501	51560
614-G	36933	41175	45417	49658	53900
615-G	38615	43049	47483	51917	56351
616-G	40370	45005	49640	54275	58910
617-G	42211	47056	51901	56746	61591
618-G	44137	49202	54266	59331	64395
619-G	46135	51434	56734	62033	67332
620-G	48232	53772	59312	64851	70391
621-G	50426	56219	62012	67805	73598
622-G	52718	58776	64834	70892	76950
623-G	55107	61442	67777	74112	80447
624-G	57618	64242	70867	77491	84115

**Exempt**

PAY GRADE	Range Minimum	2nd Quartile Minimum	3rd Quartile		Range Maximum
			Minimum (Range Midpoint)	4th Quartile Minimum	
800-G	28278	32489	36701	40912	45123
801-G	30229	34730	39231	43731	48232
802-G	32313	37125	41937	46748	51560
803-G	34544	39685	44826	49967	55108
804-G	36933	42427	47921	53415	58909
805-G	39481	45356	51231	57106	62981
806-G	42211	48491	54772	61052	67332
807-G	45124	51837	58551	65264	71977
808-G	48232	55412	62591	69771	76950
809-G	51560	59236	66912	74588	82264
810-G	55107	63316	71526	79735	87944
811-G	58910	67686	76463	85239	94015
812-G	62981	72361	81740	91120	100499
813-G	67333	77362	87391	97419	107448
814-G	71977	82697	93418	104138	114858
815-G	76950	88411	99872	111332	122793
816-G	82264	94517	106770	119023	131276
817-G	87944	101041	114139	127236	140333
818-G	94015	108017	122020	136022	150024
819-G	100499	115471	130442	145414	160385
820-G	107447	123451	139456	155460	171464
821-G	114858	131972	149085	166199	183312
822-G	122793	141086	159379	177671	195964
823-G	131276	150830	170385	189939	209493
824-G	140333	161237	182142	203046	223950
825-G	150023	172369	194714	217060	239405
826-G	160384	184272	208160	232047	255935
827-G	171464	196997	222531	248064	273597
828-G	183312	210603	237895	265186	292477
829-G	195964	225139	254314	283488	312663
830-G	209493	240679	271865	303051	334237
831-G	223950	257290	290631	323971	357311
832-G	239406	275050	310694	346338	381982
833-G	255935	294038	332141	370244	408347
834-G	273597	314333	355070	395806	436542

**H - Health Technical & Related Occupational Group**

**Non-Exempt**

PAY GRADE	Range Minimum	2nd Quartile Minimum	3rd Quartile		Range Maximum
			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	2nd Quartile Minimum	3rd Quartile		Range Maximum
			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	2nd Quartile Minimum	3rd Quartile Minimum (Range Midpoint)	4th Quartile Minimum	Range Maximum
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	2nd Quartile Minimum	3rd Quartile Minimum (Range Midpoint)	4th Quartile Minimum	Range Maximum
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 Quartile Minimum (Range Midpoint)	4th Quartile Minimum	Range Maximum
600-J	18951	21130	23310	25489	27668
601-J	19809	22088	24367	26645	28924
602-J	20717	23098	25480	27861	30242
603-J	21650	24143	26637	29130	31623
604-J	22632	25241	27849	30458	33066
605-J	23664	26391	29118	31844	34571
606-J	24746	27597	30448	33298	36149
607-J	25878	28856	31835	34813	37791
608-J	27059	30171	33283	36395	39507
609-J	28290	31542	34794	38046	41298
610-J	29570	32971	36373	39774	43175
611-J	30926	34480	38033	41587	45140
612-J	32331	36049	39768	43486	47204
613-J	33811	37694	41577	45460	49343
614-J	35353	39410	43467	47524	51581
615-J	36958	41198	45439	49679	53919
616-J	38636	43072	47509	51945	56381
617-J	40390	45028	49667	54305	58943
618-J	42230	47080	51930	56779	61629
619-J	44145	49219	54292	59366	64439
620-J	46159	51463	56767	62070	67374
621-J	48261	53807	59353	64899	70445
622-J	50449	56247	62045	67842	73640
623-J	52737	58799	64861	70923	76985
624-J	55137	61474	67811	74148	80485

**Exempt**

PAY GRADE	Range Minimum	2nd Quartile Minimum	3rd Quartile Minimum (Range Midpoint)	4th Quartile Minimum	Range Maximum
800-J	27059	31088	35118	39147	43176
801-J	28924	33233	37542	41850	46159
802-J	30926	35530	40135	44739	49343
803-J	33065	37983	42902	47820	52738
804-J	35353	40610	45867	51124	56381
805-J	37791	43412	49033	54653	60274
806-J	40390	46403	52415	58428	64440
807-J	43175	49604	56033	62462	68891
808-J	46159	53030	59901	66771	73642
809-J	49342	56685	64028	71371	78714
810-J	52737	60590	68443	76295	84148
811-J	56381	64775	73169	81562	89956
812-J	60273	69245	78217	87188	96160
813-J	64439	74030	83620	93211	102801
814-J	68891	79141	89390	99640	109889
815-J	73641	84600	95558	106517	117475
816-J	78715	90432	102149	113866	125583
817-J	84148	96673	109199	121724	134249
818-J	89956	103346	116735	130125	143514
819-J	96161	110480	124800	139119	153438
820-J	102801	118109	133417	148724	164032
821-J	109889	126254	142619	158983	175348
822-J	117475	134968	152461	169954	187447
823-J	125582	144285	162987	181690	200392
824-J	134250	154246	174241	194237	214232
825-J	143514	164890	186266	207642	229018
826-J	153437	176284	199130	221977	244823
827-J	164032	188455	212878	237300	261723
828-J	175348	201459	227570	253680	279791
829-J	187447	215362	243276	271191	299105

**L - Legal Occupational Group**

**Non-Exempt**

PAY GRADE	Range Minimum	2nd Quartile Minimum	3rd Quartile		Range Maximum
			Minimum (Range Midpoint)	4th Quartile Minimum	
600-L	19302	21530	23758	25985	28213
601-L	20186	22513	24840	27167	29494
602-L	21094	23530	25967	28403	30839
603-L	22053	24601	27149	29697	32245
604-L	23060	25723	28387	31050	33713
605-L	24119	26901	29682	32464	35245
606-L	25225	28131	31037	33942	36848
607-L	26383	29420	32457	35493	38530
608-L	27590	30763	33937	37110	40283
609-L	28847	32164	35480	38797	42113
610-L	30154	33623	37092	40561	44030
611-L	31535	35160	38784	42409	46033
612-L	32966	36755	40545	44334	48123
613-L	34472	38433	42394	46354	50315
614-L	36041	40182	44323	48463	52604
615-L	37683	42011	46339	50666	54994
616-L	39400	43924	48447	52971	57494
617-L	41192	45921	50651	55380	60109
618-L	43059	48006	52953	57900	62847
619-L	45025	50196	55367	60538	65709
620-L	47066	52473	57880	63287	68694
621-L	49206	54859	60513	66166	71819
622-L	51447	57358	63270	69181	75092
623-L	53787	59968	66149	72330	78511
624-L	56226	62691	69155	75620	82084
625-L	58789	65546	72304	79061	85818
626-L	61465	68530	75595	82659	89724
627-L	64265	71651	79036	86422	93807

**Exempt**

PAY GRADE	Range Minimum	2nd Quartile Minimum	3rd Quartile		Range Maximum
			Minimum (Range Midpoint)	4th Quartile Minimum	
800-L	27590	31700	35810	39920	44030
801-L	29494	33887	38281	42674	47067
802-L	31535	36230	40925	45619	50314
803-L	33713	38732	43750	48769	53787
804-L	36041	41405	46768	52132	57495
805-L	38530	44264	49998	55732	61466
806-L	41192	47321	53451	59580	65709
807-L	44030	50582	57134	63686	70238
808-L	47066	54072	61079	68085	75091
809-L	50314	57806	65298	72789	80281
810-L	53787	61795	69804	77812	85820
811-L	57495	66057	74620	83182	91744
812-L	61465	70618	79771	88924	98077
813-L	65709	75491	85272	95054	104835
814-L	70238	80698	91158	101618	112078
815-L	75092	86274	97455	108637	119818
816-L	80281	92237	104194	116150	128106
817-L	85820	98604	111388	124172	136956
818-L	91744	105412	119079	132747	146414
819-L	98078	112691	127305	141918	156531
820-L	104835	120460	136804	151709	167333
821-L	112078	128779	145480	162180	178881
822-L	119818	137670	155523	173375	191227
823-L	128107	147188	166269	185350	204431
824-L	136956	157353	177750	198147	218544
825-L	146413	168216	190020	211823	233626
826-L	156531	179837	203143	226449	249755
827-L	167333	192251	217168	242086	267003
828-L	178882	205523	232164	258805	285446
829-L	191227	219708	248189	276670	305151

**N - Enforcement, Compliance, and Protective Services Occupational Group**

**Non-Exempt**

PAY GRADE	Range Minimum	2nd Quartile Minimum	3rd Quartile		Range Maximum
			Minimum (Range Midpoint)	4th Quartile Minimum	
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 Quartile		Range Maximum
			Minimum (Range Midpoint)	4th Quartile Minimum	
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	17650	19680	21711	23741	25771
601-O	18453	20576	22699	24822	26945
602-O	19294	21513	23731	25950	28168
603-O	20172	22490	24807	27125	29442
604-O	21099	23522	25944	28367	30789
605-O	22050	24584	27118	29651	32185
606-O	23052	25703	28355	31006	33657
607-O	24102	26874	29646	32417	35189
608-O	25202	28097	30993	33888	36783
609-O	26352	29377	32402	35427	38452
610-O	27550	30714	33879	37043	40207
611-O	28799	32108	35418	38727	42036
612-O	30109	33570	37031	40492	43953
613-O	31481	35099	38718	42336	45954
614-O	32915	36700	40486	44271	48056
615-O	34410	38365	42321	46276	50231
616-O	35980	40112	44243	48375	52506
617-O	37611	41934	46257	50580	54903
618-O	39317	43838	48358	52879	57399
619-O	41109	45834	50559	55283	60008
620-O	42988	47926	52864	57802	62740
621-O	44941	50105	55268	60432	65595
622-O	46992	52387	57783	63178	68573
623-O	49131	54773	60416	66058	71700
624-O	51356	57258	63160	69061	74963

**Exempt**

PAY GRADE	Range Minimum	2nd Quartile Minimum	3rd Quartile Minimum (Range Midpoint)	4th Quartile Minimum	Range Maximum
800-O	25202	28953	32704	36455	40206
801-O	26945	30956	34966	38977	42987
802-O	28799	33088	37377	41665	45954
803-O	30789	35375	39960	44546	49131
804-O	32915	37813	42710	47608	52505
805-O	35189	40427	45664	50902	56139
806-O	37611	43210	48810	54409	60008
807-O	40207	46193	52178	58164	64149
808-O	42988	49385	55781	62178	68574
809-O	45954	52795	59637	66478	73319
810-O	49131	56442	63753	71064	78375
811-O	52505	60326	68146	75967	83787
812-O	56139	64498	72856	81215	89573
813-O	60008	68944	77881	86817	95753
814-O	64148	73699	83250	92801	102352
815-O	68573	78785	88998	99210	109422
816-O	73320	84234	95148	106062	116976
817-O	78375	90046	101717	113388	125059
818-O	83788	96266	108743	121221	133698
819-O	89573	102910	116246	129583	142919
820-O	95753	110010	124267	138524	152781
821-O	102353	117596	132839	148082	163325
822-O	109423	125717	142011	158304	174598
823-O	116975	134393	151812	169230	186648
824-O	125058	143675	162293	180910	199527
825-O	133698	153598	173498	193397	213297
826-O	142919	164194	185468	206743	228017
827-O	152781	175524	198266	221009	243751
828-O	163325	187640	211955	236270	260585
829-O	174597	200590	226584	252577	278570
830-O	186648	214436	242225	270013	297801
831-O	199527	229234	258942	288649	318356
832-O	213296	245058	276820	308582	340344
833-O	228017	261976	295935	329894	363853

**S - General Support Services Occupational Group**

**Non-Exempt**

PAY GRADE	Range Minimum	2nd Quartile Minimum	3rd Quartile Minimum (Range Midpoint)	4th Quartile Minimum	Range Maximum
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 Quartile Minimum (Range Midpoint)	4th Quartile Minimum	Range Maximum
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 Quartile		Range Maximum
			Minimum (Range Midpoint)	4th Quartile Minimum	
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 Quartile		Range Maximum
			Minimum (Range Midpoint)	4th Quartile Minimum	
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	2nd Quartile Minimum	3rd Quartile		Range Maximum
			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	2nd Quartile Minimum	3rd Quartile		Range Maximum
			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	68544	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