

POSTING IS REQUIRED

Classification Notice No. 1363

To: Agency Heads and Employees
From: Nita Mosby Henry, CSA Executive Director
Date: March 28, 2012
Subject: **REVISION:** Pay Survey 2012 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 2012 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 2012 Pay Survey recommendations on **Thursday, April 5, 2012, at 5:00 p.m.** at the Webb Municipal Building, 201 W. Colfax Ave., Room 4.G.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 2012

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) requires the survey to be completed with the findings and recommendations provided to the Career Service Board, the Mayor, and City Council.

The 2012 Pay Survey recommendations are listed on pages 3 - 4. The recommendations include adjustments to 10 of the occupational groups and pay grade bumps for 34 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 2012 Pay Survey will be effective on July 1, 2012 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 2012 Pay Survey will be effective on January 1, 2013 in accordance with DMRC.

City employees will have the opportunity to comment on the findings at a public hearing before the Career Service Board on April 5, 2012 at 5:00 p.m.

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 merit increase is based on the employee's overall performance rating and the employee's location in the pay range.

Occupational Group Consolidation Initiative

In 2012, CSA is implementing a recommendation from the 2011 Pay Survey audit, which is to reduce the number of occupational groups in the City's Classification and Pay Plan. Two occupational groups were identified for consolidation: (G) Art, Design, Recreation, Media, and Entertainment and (S) General Support Services. Classifications in the occupational groups listed above will be moved into an existing occupational group within the City's Classification and Pay Plan and these groups will be abolished from the classification and pay plan.

Pay grade recommendations for impacted classifications are based on one or more of the following: 1) a comparison of range minimums (between the current occupational group and the proposed occupational group), 2) market data, and/or 3) internal relationships to other city classifications.

Benefits of Consolidation

The benefits of consolidating and eliminating occupational groups are listed below:

- Consolidation of occupational groups will allow CSA to better maintain internal equity among classifications typically used within a department/agency;
- The City's Classification and Pay Plan will be better aligned with compensation best practices;
- The annual Pay Survey process will be simplified and streamlined; and
- The number of benchmark classifications will increase in the remaining occupational groups and strengthening the relationship between the City's classifications and the market.

If you have any questions about the 2012 Pay Survey results, merit increases, the Occupational Group Consolidation Initiative, or want to schedule a briefing by the CSA staff, you can contact Blair Malloy at 720-913-5631 or Melissa Fisher at 720-913-5663.

Classifications Recommended for a Pay Grade Bump Effective 1/1/2013

Classification	Job Code	From	To
E -- Engineering & Science			
Associate Plans Review Technician	CE1651	618-E	622-E
Plans Review Supervisor	CE2229	810-E	813-E
Plans Review Technician	CE0425	616-E	620-E
Senior Plans Review Technician	CE1429	621-E	625-E
H -- Health Technical & Related Support			
Addictions Counselor Level II	CH2286	615-H	616-H
Addictions Counselor Level III	CH2287	617-H	618-H
Cytotechnologist	CH0516	811-H	812-H
Lead Addictions Counselor	CH2288	619-H	621-H
Mammography Technologist	CH0532	625-H	626-H
Paramedic Field Supervisor	CH2275	810-H	812-H
I -- Information Technology			
Information Technology Communications Technician	CI1660	621-I	624-I
Information Technology Technician Supervisor	CI1661	810-I	812-I
N -- Enforcement, Compliance and Protective Service			
Animal Control Investigation Supervisor	CN1808	806-N	807-N
Animal Control Investigator	CN1809	613-N	615-N
Lead Animal Control Investigator	CN2454	614-N	616-N
Parking/Speeding Enforcement Supervisor	CN1984	807-N	808-N
Photo Enforcement Agent	CN2259	613-N	615-N
Right-of-Way Enforcement Agent I	CN2089	613-N	615-N
Right-of-Way Enforcement Agent II	CN2393	615-N	617-N
Vector Control Inspector	CN2087	615-N	617-N
Vehicle Boot Investigator	CN2088	616-N	618-N
O -- Health Professional			
Clinical Nurse Educator	CO1598	813-O	814-O
Clinical Nurse Specialist	CO0564	815-O	816-O
Lead Pharmacist	CO0581	819-O	820-O
Nurse Practitioner	CO0590	815-O	816-O
Nursing Program Manager	CO0595	815-O	816-O
Pharmacist	CO0600	818-O	819-O
Physical Therapist	CO0602	810-O	812-O
Quality Improvement Nurse	CO0610	811-O	812-O
Recreational Therapist	CO0612	807-O	809-O
Senior Occupational Therapist	CO0618	810-O	811-O
Senior Quality Improvement Nurse	CO0629	812-O	813-O
Senior Speech Therapist	CO0623	809-O	811-O
Speech Therapist	CO0627	809-O	810-O
T -- Trades			
Turf Equipment Mechanic	CT0217	615-T	618-T
Turf Equipment Mechanic Supervisor	CT0218	808-T	810-T

Occupational Group Adjustments Effective 7/1/2012

Occupational Group		Proposed Average Occupational Group Adjustment
A	Professional	1.27%
C	Clerical & Support Services	3.20%
D	Doctors	0.46%
E	Engineering & Science	2.05%
H	Health Technical & Related Support	0.23%
I	Information Technology	0%
J	Labor & Trades	0%
L	Legal	0.61%
N	Enforcement, Compliance, & Protective Service	3.28%
O	Health Professional	0.46%
T	Trades	0.21%
V	Fiscal	0.53%
Y & Z	Short Range & Community Rate	1.27%

Steps to Determine Recommended Pay Range for Each Classification

The City's pay ranges divided into quartiles, or four segments. Quartiles are used to determine the potential merit (performance) increase an employee may receive based on the rating from his/her 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 4 through 10.

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 11 through 17 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
311 Analyst/Trainer	809-A	Administrative Support Assistant III	610-C
311 Customer Service Agent	613-C	Administrative Support Assistant IV	613-C
311 Customer Service Specialist	614-C	Administrative Support Assistant V	614-C
311 Operations Assistant	613-A	Administrator I	810-A
Accounting Assistant I	612-V	Administrator I	812-V
Accounting Assistant II	613-V	Administrator I	815-I
Accounting Supervisor	811-V	Administrator II	812-A
Accounting Technician	613-V	Administrator II	814-V
Activities Leader I – Non-Certified	118-Z	Administrator II	817-I
Activities Leader II – Certified	123-Z	Administrator III	814-A
Addictions Counselor, Level II	615-H	Administrator III	816-V
Addictions Counselor, Level III	617-H	Administrator III	819-I
Administrative Assistant	803-A	Advanced Lifeguard	113-Z
Administrative Assistant to the Mayor	812-A	Advanced Physician	824-D
Administrative Officer	814-A	Advanced Poison Information Specialist	812-O
Administrative Support Assistant I	605-C	Advanced Registered Nurse	812-O
Administrative Support Assistant II	608-C	Advanced Technical Physician	827-D

Class Title	Pay Grade	Class Title	Pay Grade
Agency Controller	815-V	Attorney Intern	406-L
Agency Human Resources Director	813-A	Automotive Body Repair Supervisor	810-T
Agency Trainer	807-A	Automotive Service Center Supervisor	807-T
Agency Training Supervisor	809-A	Automotive Service Technician	612-T
Americans with Disabilities Act Compliance Officer	809-A	Aviation Customer Service Agent	613-C
Anesthesia Technician	610-H	Aviation Customer Service Manager	809-C
Animal Care Attendant	607-J	Aviation Customer Service Supervisor	807-C
Animal Care Supervisor	609-J	Aviation Electrical Superintendent	812-T
Animal Control Investigation Supervisor	806-N	Aviation Electrical/Electronic Support Engineer	813-E
Animal Control Investigator	613-N	Aviation Emergency Dispatcher	615-C
Appellate Legal Research Assistant	625-L	Aviation Land Administrator	810-A
Appraisal Data Collector	608-V	Aviation Noise Abatement Officer	621-E
Aquatics Coordinator	617-A	Aviation Noise Abatement Supervisor	812-E
Arboreal Inspector	619-N	Aviation Operations Manager	811-A
Arborist	809-N	Aviation Operations Representative	613-A
Architect	813-E	Aviation Operations Representative Supervisor	806-A
Art Museum Marketing and Public Relations Representative	805-A	Aviation Painting Supervisor	809-T
Asphalt Plant Operator	616-J	Aviation Planning Administrator	816-E
Assessment Hearings Officer	820-L	Aviation Security Technician	613-A
Assessment Information Technician	612-V	Behavioral Health Technician	611-H
Assistant Aviation Operations Manager	619-A	Bibliographic Technician	610-C
Assistant Chief of Operations	813-A	Boating Ranger	323-Y
Assistant City Attorney - Associate	814-L	Body Repair Worker	619-T
Assistant City Attorney - Division Director	822-L	Booking Coordinator	807-A
Assistant City Attorney - Entry	812-L	Booking Specialist	809-A
Assistant City Attorney - Section Supervisor	821-L	Branch Manager	808-A
Assistant City Attorney - Senior	818-L	Business Development Associate I	614-A
Assistant City Attorney - Specialist	820-L	Business Development Associate II	806-A
Assistant Director of Museum Security and Safety	612-N	Business Development Representative I	808-A
Assistant Director of Parks	812-A	Business Development Representative II	810-A
Assistant District Attorney	821-L	Business Development Supervisor	808-A
Assistant Golf Professional	803-A	Business License Inspector	615-N
Associate Accountant	806-V	Buyer Supervisor	811-A
Associate Administrator	810-A	Cardiopulmonary Technologist	624-H
Associate Agency Budget Analyst	807-V	Carpenter	616-T
Associate Buyer	806-A	Case Management Coordinator I	615-H
Associate City Inspector	617-N	Case Management Coordinator II	616-H
Associate City Planner	809-E	Case Management Coordinator III	617-H
Associate Closed Circuit Television Technician	614-J	Case Management Supervisor I	808-H
Associate Deputy District Attorney	814-L	Case Management Supervisor II	810-H
Associate Development Project Coordinator	808-E	Catalog Librarian	805-A
Associate Director of Physician Services	828-D	Cataloging Assistant	612-A
Associate Director of Technical Physician Services	831-D	Cement Finisher	616-T
Associate Enterprise Resource Planning Developer	812-I	Central Supply Lead Technician	607-J
Associate Enterprise Resource Planning Systems Analyst	812-I	Central Supply Supervisor	801-J
Associate Financial Management Analyst	808-V	Central Supply Technician	606-J
Associate Heavy Equipment Mechanic	617-T	Certified Public Accountant I	616-V
Associate Human Resources Professional	807-A	Certified Public Accountant II	808-V
Associate Information Technology Developer	811-I	Certified Public Accountant III	811-V
Associate Information Technology Systems Administrator	811-I	Certified Public Accountant IV	813-V
Associate Information Technology Systems Analyst	811-I	Certified Sterile Processing Technician	606-J
Associate Information Technology Technician	617-I	Chemist	810-E
Associate Parks Landscape Planner	810-E	Chief Deputy District Attorney	820-L
Associate Plans Review Technician	618-E	Chief Inspector	809-N
Associate Probation Officer	620-N	Chief Medical Examiner/Coroner	828-D
Associate Real Property Appraiser	806-V	Chief Paramedic	818-H
Associate Statistical Researcher	807-A	Chief Trades Inspector	811-T
Associate Surveying Technician	617-E	Child Support Assistant	613-C
		Child Support Enforcement Technician	616-L
		Children's Librarian	805-A
		City Controller	818-V
		City Council Aide I	803-A
		City Council Aide II	805-A
		City Council Aide III	810-A
		City Council Clerk	808-A
		City Council Legislative Analyst	812-A

Class Title	Pay Grade	Class Title	Pay Grade
City Forester	813-A	Deputy Manager of Aviation for Maintenance, Planning & Engineering	819-A
City Inspector	615-N	Deputy Manager of Aviation for Operations	819-A
City Surveyor	817-E	Deputy Manager of General Services for Theatres and Arenas	815-A
Claims Adjuster I	614-A	Deputy Manager of Parks and Recreation	817-A
Claims Adjuster II	806-A	Deputy Monitor	810-A
Clinical Care Associate	614-H	Deputy Public Trustee	808-A
Clinical Care Technician	611-H	Development and Planning Supervisor	813-E
Clinical Nurse Educator	813-O	DHS Customer Service Agent	613-C
Clinical Nurse Specialist	815-O	Diagnostic Imaging Supervisor	812-H
Clinical Social Work Team Leader	810-O	Diagnostic Imaging Technologist	623-H
Collection Development Manager	810-A	Digital Imaging Technician	613-A
Collections Investigator	616-N	Director of Aviation Maintenance	817-A
Collections Specialist	807-A	Director of Community Relations	812-A
Combination Inspector I	622-T	Director of Employee Assistance	813-A
Combination Inspector II	624-T	Director of Excise and Licenses	812-A
Combination Inspector III	812-T	Director of IT Customer Relationships	820-I
Community Development Associate	806-A	Director of the Mayor's Office of Economic Development	820-A
Community Development Representative I	808-A	Diversion Officer Supervisor	810-N
Community Development Representative II	810-A	Diversion/Criminal Justice Officer	620-N
Community Relations Consultant	807-A	Economic Crime Specialist	612-N
Community Relations Ombudsman	807-A	Economic Development Specialist-Business Development	808-V
Computer Aided Drafting Technician	620-E	Economic Development Supervisor	810-A
Computer Operator	613-I	Education Program Assistant	615-A
Concession and Asset Supervisor	811-A	Education Program Coordinator	806-A
Construction and Maintenance Supervisor	811-T	Election Division Assistant	617-A
Construction Inspector	621-T	Election Equipment and Supply Technician	616-J
Contact Center Director	813-A	Election Support Assistant	613-C
Contact Center Operations Manager	809-A	Electrical Inspector	621-T
Content Developer	807-A	Electrical Maintenance Worker	616-T
Contract Administration Supervisor	810-A	Electrical Supervisor	810-T
Contract Administrator	808-A	Electrician	620-T
Contract Compliance Coordinator	806-A	Electronic Monitoring Probation Officer	621-N
Contract Compliance Supervisor	808-A	Electronic Monitoring Probation Officer – Lead	622-N
Contract Compliance Technician	614-A	Electronic Systems Technician	620-T
Cook	605-J	Electronics Technician Supervisor	810-T
Cooperative Education Trainee	402-C	Emergency Communications Operator	616-N
Copy Center Operator	611-C	Emergency Management Coordinator	808-A
Coroner's Investigator	623-N	Emergency Service Patrol Team Leader	616-H
Correctional Institution Food Manager	807-J	Emergency Service Technician	615-H
Cost Estimator Analyst	809-A	Employee Assistance Counselor	808-O
County Court Marshal	619-N	Engineer	813-E
County Court Marshal Supervisor	809-N	Engineer/Architect Specialist	817-E
County Court Parking Magistrate	619-L	Engineer/Architect Supervisor	817-E
Court Division Supervisor	810-A	Engineering Associate	617-E
Court Interpreter	619-A	Entertainment Production Coordinator	808-A
Crew Supervisor	620-J	Environmental Public Health Analyst I	621-E
Criminal Justice Transcriptionist	614-C	Environmental Public Health Analyst II	812-E
Critical Care Respiratory Specialist	810-H	Environmental Public Health Investigator I	618-E
Custodial Services Supervisor	803-J	Environmental Public Health Investigator II	809-E
Custodial Supervisor	801-J	Environmental Public Health Manager	815-E
Custodial Trainee	403-J	Environmental Public Health Program Administrator	813-E
Custodian	606-J	Environmental Public Health Program Supervisor	812-E
Cytotechnologist	811-H	Equipment Operator	613-J
Data Team Administrator	809-I	Equipment Operator Specialist	614-J
Database Administrator	813-I	ERP Applications Administrator I	812-I
Dental Assistant	610-H	ERP Applications Administrator II	814-I
Dentist	819-D	Events Coordinator	804-A
Department Controller	817-V	Executive	819-A
Deputy City Attorney	824-L	Executive	824-I
Deputy Director of Emergency Preparedness	809-A	Executive Assistant I	613-A
Deputy District Attorney	811-L		
Deputy Manager of Aviation for Air Service Development, Marketing and Public/Government Affairs	817-A		
Deputy Manager of Aviation for Finance and Administration	819-A		

Class Title	Pay Grade	Class Title	Pay Grade
Executive Assistant II	614-A	Human Resources Supervisor	812-A
Executive Assistant III	615-A	Human Resources Support Technician	614-A
Executive Assistant to the Mayor	807-A	Human Resources Technician	615-A
Executive Director	818-A	Human Resources Technician Supervisor	808-A
Executive Director - City Council Staff	816-A	Human Service Advocate	613-H
Executive Director - Civil Service Commission	814-A	Human Service Supervisor	805-H
Executive Manager	817-A	Imaging Operations Supervisor	813-H
Executive Manager	820-E	Information Display Technician	620-T
Executive Manager	822-I	Information Security Manager	815-I
Executive Manager	818-V	Information Technology Communications Technician	621-I
Executive Officer	816-A	Information Technology Division Director	817-I
Executive Secretary to the Mayor	805-A	Information Technology Project Manager	814-I
Exhibition Designer	616-A	Information Technology Supervisor	816-I
Facilities Superintendent	812-T	Information Technology Systems Architect	815-I
Facility Maintenance Technician	616-T	Information Technology Technical Writer	807-I
Field Superintendent	814-J	Information Technology Technician Supervisor	810-I
Financial Management Specialist	812-V	Institution Food Steward	613-J
Fingerprint Identification Clerk	612-N	Institution Food Steward Supervisor	616-J
Fingerprint Technician	615-N	Internal Audit Supervisor	813-V
Fire Protection Engineer	816-E	Interpreter Coordinator	808-A
Fire Protection Supervisor	817-E	Investigations Technician	620-L
Fitness Instructor I – Non-Certified	118-Z	Investigative Legal Research Assistant	624-L
Fitness Instructor II – Certified	123-Z	Investigator Supervisor	812-N
Fleet Maintenance Support Engineer	813-E	IT Program Manager	817-I
Food Production Supervisor	802-J	IT Project Manager I	811-I
Food Service Worker	602-J	IT Project Manager II	813-I
Forensic Autopsy Technician	616-H	IT Project Manager III	815-I
Forensic Autopsy Technician Supervisor	807-H	Judicial Assistant I	613-C
Forensic Laboratory Technician	617-E	Judicial Assistant II	615-C
Forensic Pathologist	824-D	Judicial Assistant III	617-C
Forensic Pathology Fellow	401-D	Judicial Assistant IV	619-L
Forensic Quality Assurance Specialist	810-A	Laboratory Technician	616-H
Forensic Scientist I	809-E	Land Surveyor	812-E
Forensic Scientist II	812-E	Land Surveyor Supervisor	814-E
Forensic Scientist Supervisor	815-E	Landscape Architect Supervisor	815-E
Gardening Technician	610-J	Landside Service Agent I	612-N
Geographic Information System Analyst	619-I	Landside Service Agent II	616-N
Geographic Information System Technician	614-I	Landside Service Supervisor	807-N
Geographic Information Systems Data Administrator	813-I	Laundry Supervisor	608-J
Geographic Information Systems Photogrammetry Administrator	813-I	Laundry Worker	603-J
Glazier	616-T	Lead Addictions Counselor	619-H
Golf Course Operator	617-J	Lead Animal Control Investigator	614-N
Golf Professional	807-A	Lead Case Management Coordinator	617-H
Golf Starter and Ranger	310-Y	Lead Custodian	607-J
Golf/Pro Shop Assistant	600-C	Lead Customer Service Agent	615-C
Graphic Designer	805-A	Lead Elections Support Assistant	614-C
Graphics Supervisor	807-A	Lead Emergency Communications Operator	617-N
Graphics Technician	614-A	Lead Heavy Equipment Mechanic	620-T
Health Care Technician	610-H	Lead Information Technology Technician	620-I
Hearings Officer	820-L	Lead Internal Auditor	811-V
Heating, Ventilating, and Air Conditioning (HVAC) Mechanic	619-T	Lead Park Ranger	621-N
Heating, Ventilating, and Air Conditioning (HVAC) Supervisor	811-T	Lead Payroll Associate	808-V
Heavy Equipment Mechanic	619-T	Lead Pharmacist	819-O
Heavy Equipment Mechanic Line Supervisor	810-T	Lead Radiographic Support Technician	609-H
Heavy Equipment Operator	616-J	Lead Social Case Worker	808-O
Heavy Equipment Service Technician	614-T	Lead Tax Auditor	811-V
Helicopter Mechanic	620-T	Lead Utilization Management Coordinator	807-A
Horticultural Worker	612-J	Legal Administrator	813-A
Hospital Housekeeping Manager	805-J	Legal Secretary	617-C
Hospital Switchboard Operator	606-C	Legislative Assistant	807-A
Hotline Operator	613-C	Library Program Associate	615-A
Human Resources Specialist	811-A	Licensed Practical Nurse	616-H
		Licensed Therapist-Master's Level	808-O
		Licensing Technician	615-C
		Lifeguard	111-Z

Class Title	Pay Grade	Class Title	Pay Grade
Loan and Grant Processor	615-V	Operations Assistant	613-A
Locksmith	616-T	Operations Coordinator	808-A
Maintenance Assistant	609-T	Operations Supervisor	810-J
Maintenance Control Supervisor	808-A	Outreach Case Coordinator	617-H
Maintenance Control Technician	615-A	Outreach Case Coordinator Supervisor	808-H
Maintenance Liaison	615-A	Outreach Librarian	806-A
Maintenance Technician	613-T	Outreach Specialist	807-A
Mammography Technologist	625-H	Painter	616-T
Management Analyst I	615-A	Paralegal I	618-L
Management Analyst II	807-A	Paralegal II	620-L
Management Analyst III	809-A	Paralegal III	623-L
Management Analyst IV	812-A	Paramedic	620-H
Management Analyst Supervisor	812-A	Paramedic Dispatch Supervisor	623-N
Management Analyst-Office of Independent Monitor	809-A	Paramedic Dispatcher	620-N
Manager 1	813-A	Paramedic Field Supervisor	810-H
Manager 1	818-E	Paramedic Fleet Supervisor	811-H
Manager 1	818-I	Paramedic Operations Supervisor	811-H
Manager 1	815-V	Park Horticulturist	613-J
Manager 2	815-A	Park Seasonal Laborer	225-Y
Manager 2	819-E	Parking Meter Collector	610-J
Manager 2	820-I	Parking/Speeding Enforcement Supervisor	807-N
Manager 2	817-V	Parks and Recreation Ranger	614-N
Manager of Publication	809-A	Parks Intern I	405-J
Marketing/Public Relations Administrator	813-A	Parks Intern II	407-J
Marketing/Public Relations Representative	808-A	Parks Intern III	409-J
Marketing/Public Relations Specialist	810-A	Payroll Accountant	809-V
Master Trades Worker	622-T	Payroll Associate	615-V
Materials Laboratory Administrator	813-E	Payroll Supervisor	811-V
Materials Tester	619-E	Permit Supervisor	808-E
Mayor's Youth Worker	402-A	Personal Property Analyst	614-V
Mechanic Line Supervisor	810-T	Pharmacist	818-O
Mechanical Inspector	621-T	Pharmacy Technician	611-H
Medical Imaging Manager	817-H	Photo Enforcement Agent	613-N
Medical Office Assistant	612-H	Physical Therapist	810-O
Medical Only Claims Adjuster	612-A	Physician	822-D
Medical Records Coder	616-H	Plans Review Engineer	816-E
Medical Services Representative	612-H	Plans Review Supervisor	810-E
Medical Technologist	811-O	Plans Review Technician	616-E
Medical Technologist Section Supervisor	813-O	Plumber	620-T
Medical Technologist Unit Supervisor	812-O	Plumbing Inspector	621-T
Medical Transcriptionist	612-C	Plumbing Supervisor	810-T
Modified Duty Coordinator	614-A	Police Dispatcher	620-N
Monitor	818-A	Police Fleet Technician	618-T
Motor Vehicle Supervisor	806-C	Police Lead Dispatcher	621-N
Motor Vehicle Technician I	614-C	Police Photographic Specialist	615-A
Motor Vehicle Technician II	615-C	Pool Maintenance Technician	616-T
Multiple Trades Supervisor	811-T	Pool Supervisor	117-Z
Museum Collection Assistant	613-C	Power Shovel Operator	617-J
Museum Curatorial Assistant	611-C	Press Operator	611-C
Museum Dock Officer	609-N	Principal City Planner	813-E
Museum Security Officer	608-N	Probation Officer Supervisor	812-N
National Crime Information Center Agent (NCIC Agent)	615-N	Professional Occupations Intern I	404-A
Nuclear Medicine Technologist	628-H	Professional Occupations Intern II	406-A
Nurse Practitioner	815-O	Professional Occupations Intern III	408-A
Nursing Administrator	814-O	Program Administrator	808-A
Nursing Aide	608-H	Program Coordinator	806-A
Nursing Clinical Coordinator	813-O	Program Manager	811-A
Nursing Operations Manager	818-O	Program Quality Assurance Technician	615-N
Nursing Program Manager	815-O	Project Inspector	811-E
Nutritionist	807-O	Project Manager I	811-A
Office Occupations Trainee	402-C	Project Manager I	813-E
Operational Supervisor I	808-A	Project Manager I	812-V
Operational Supervisor I	808-V	Project Manager II	813-A
Operational Supervisor II	810-A	Project Manager II	815-E
		Project Manager II (Hourly)	814-V
			815-E

Class Title	Pay Grade	Class Title	Pay Grade
Property and Evidence Technician	614-N	Senior Exhibition Designer	807-A
Psychologist	813-O	Senior Financial Management Analyst	810-V
Psychologist Candidate for Licensure	809-O	Senior Geographic Information System Analyst	809-I
Psychologist Supervisor	815-O	Senior Human Resources Professional	809-A
Psychology Intern	407-O	Senior Information Technology Developer	813-I
Public Health Veterinarian	815-D	Senior Information Technology Systems Administrator	813-I
Public Safety Cadet	403-B	Senior Information Technology Systems Analyst	813-I
Purchasing Technician	614-A	Senior Information Technology Technician	619-I
Quality Improvement Nurse	811-O	Senior Internal Auditor	810-V
Radiographic Support Technician	608-H	Senior Laboratory Technician	617-H
Ramp Tower Supervisor	622-A	Senior Landscape Architect	813-E
Real Estate Agent	809-A	Senior Occupational Therapist	810-O
Real Property Appraiser Specialist	810-V	Senior Payroll Associate	807-V
Real Property Appraiser Supervisor	811-V	Senior Physical Therapist	811-O
Real Property Appraiser Technician	613-V	Senior Physician	826-D
Recreation Aide	211-Y	Senior Plans Review Technician	621-E
Recreation Coordinator	617-A	Senior Police Fleet Technician	619-T
Recreation Facility Assistant	219-Y	Senior Probation Officer	623-N
Recreation Instructor	607-A	Senior Project Inspector	812-E
Recreation Manager	811-A	Senior Quality Improvement Nurse	812-O
Recreation Supervisor	808-A	Senior Real Estate Agent	811-A
Recreation Trainee	401-A	Senior Real Property Appraiser	808-V
Recreational Therapist	807-O	Senior Reference Librarian	807-A
Reference Librarian	805-A	Senior Registered Nurse	813-O
Registered Nurse	811-O	Senior Respiratory Therapist	622-H
Research Supervisor	812-A	Senior Social Case Worker	807-O
Right-of-Way Enforcement Agent I	613-N	Senior Special Collection Librarian	809-A
Right-of-Way Enforcement Agent II	615-N	Senior Speech Therapist	809-O
Risk Analyst	808-V	Senior Statistical Researcher	809-A
Safety and Industrial Hygiene Administrator	810-A	Senior Surveying Technician	619-E
Safety and Industrial Hygiene Professional I	617-A	Senior Tax Auditor	810-V
Safety and Industrial Hygiene Professional II	808-A	Senior Technical Physician	829-D
Safety and Industrial Hygiene Supervisor	811-A	Senior Television & Video Producer	812-A
Security Guard	609-N	Senior Transcriptionist	617-C
Security Officer	609-N	Senior Transportation Worker	608-J
Security Specialist	613-N	Senior Tree Trimmer	613-T
Security Supervisor	803-N	Senior Utility Worker	612-J
Selection Librarian	805-A	Senior Workforce Development Advisor	808-A
Senior Accountant	808-V	Shelver	601-C
Senior Agency Budget Analyst	809-V	Sign Language Interpreter	619-A
Senior Arboreal Inspector	621-N	Social Case Worker	806-O
Senior Architect	816-E	Social Case Worker Manager	812-O
Senior Biomedical Equipment Technician	624-T	Social Case Worker Supervisor	810-O
Senior Branch Librarian	807-A	Social Worker Intern	406-O
Senior Buyer	808-A	Special Collection Librarian	807-A
Senior Catalog Librarian	807-A	Special Education Teacher	810-O
Senior Chief Deputy District Attorney	821-L	Special Education Teacher Supervisor	812-O
Senior City Inspector	619-N	Special Education Teaching Assistant	614-O
Senior City Planner	811-E	Special Education Teaching Assistant Supervisor	806-O
Senior Clinical Care Associate	616-H	Special Events Coordinator	808-A
Senior Clinical Social Worker	808-O	Speech Therapist	809-O
Senior Closed Circuit Television Technician	618-J	Sports Official I – Non-Certified	118-Z
Senior Cost Estimator Analyst	811-A	Sports Official II – Certified	123-Z
Senior Criminal/Civil Investigator	624-L	Stable Master	613-T
Senior Curator	808-A	Staff Accountant	616-V
Senior Deputy District Attorney	818-L	Staff Agency Budget Analyst	616-V
Senior Deputy Monitor	815-A	Staff Architectural Associate	810-E
Senior Development Project Coordinator	810-E	Staff Assistant	805-A
Senior Engineer	816-E	Staff Buyer	614-A
Senior Engineering Associate	811-E	Staff Closed Circuit Television Technician	612-J
Senior Enterprise Resource Planning Developer	814-I	Staff Community Development Associate	614-A
Senior Enterprise Resource Planning Systems Analyst	814-I	Staff Engineer	810-E
Senior Environmental Public Health Program Administrator	814-E	Staff Enterprise Resource Planning Developer	622-I
Senior Equipment Repair Technician	617-T	Staff Enterprise Resource Planning Systems	622-I

Class Title	Pay Grade	Class Title	Pay Grade
Analyst		Therapist -Master's Level	806-O
Staff Financial Management Analyst	618-V	Therapist Supervisor	810-O
Staff Human Resources Professional	615-A	Trades Apprentice	614-T
Staff Information Technology Developer	621-I	Trades Inspector	621-T
Staff Information Technology Systems Administrator	621-I	Traffic Signal Technician 1	617-T
Staff Information Technology Systems Analyst	621-I	Traffic Signal Technician 2	619-T
Staff Information Technology Technician	614-I	Traffic Signal Technician 3	620-T
Staff Internal Auditor	619-V	Traffic Signal Technician Supervisor	810-T
Staff Land Surveyor	810-E	Transportation Worker	607-J
Staff Parks Landscape Planner	619-E	Treasury Agent	619-V
Staff Probation Officer	617-N	Tree Trimmer	612-T
Staff Real Property Appraiser	614-V	Turf Equipment Mechanic	615-T
Staff Social Case Worker	615-O	Turf Equipment Mechanic Supervisor	808-T
Staff Special Education Teacher	619-O	Underground Utility Investigator	614-N
Staff Tax Auditor	619-V	Underground Utility Investigator Supervisor	806-N
Stapleton Redevelopment Programs Manager	810-A	Unit Charge Nurse	813-O
Stock Clerk	611-T	Urban Design Architect	813-E
Stockkeeper	616-T	Usher	310-Z
Stockroom Manager	809-T	Utility Worker	610-J
Stockroom Supervisor	808-T	Utility Worker Trainee	404-J
Strategic Advisor	813-A	Utilization Management Coordinator	806-A
Superintendent of Radio Communications	812-T	Vector Control Inspector	615-N
Supervisor of Administrative Support I	806-C	Vehicle Boot Investigator	616-N
Supervisor of Administrative Support II	808-C	Vehicle Impound Clerk	612-N
Surveying Associate	620-E	Veterinary Technician	612-H
Surveying Technician	615-E	Victim Advocate	616-A
Systems Librarian	806-A	Victim Specialist	618-H
Tax Analyst	616-V	Vocational Mechanic Trainee	406-T
Tax Audit Supervisor	813-V	Washing Machine Operator	605-J
Tax Revenue Agent I	615-V	Wastewater Data Technician	612-V
Tax Revenue Agent II	617-V	Wastewater Quality Control Manager	813-E
Tax Revenue Agent Supervisor	808-V	Wastewater Quality Control Supervisor	807-E
Tax Technician I	612-V	Wastewater Quality Technician	616-E
Tax Technician II	613-V	Wastewater Systems Data Investigator	617-N
Technical Director-Board of Adjustment Zoning	808-A	Water Quality Investigator	619-N
Technical Physician	825-D	Webmaster	811-I
Telecommunications Administrator	812-I	Work Release Technician	614-A
Television & Video Director/Editor	810-A	Workers' Compensation Claims Supervisor	810-A
Television & Video Director/Editor (Hourly)	810-A	Workers' Compensation Registered Nurse	813-O
Television & Video Producer	810-A	Youth Counselor	617-O
Television & Video Producer (Hourly)	810-A	Youth Counselor Supervisor	808-O
Television & Video Production Support Technician	122-Z	Youth Worker	613-H
Television Engineer	808-I	Zoo Area Supervisor	806-A
Television Programmer	809-A	Zoo Commissary Worker	608-J
Tenant Facility Project Supervisor	813-E	Zoo Veterinarian	815-D
		Zoo Veterinary Technician	618-H
		Zookeeper	613-A

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	20375	22718	25062	27405	29748
601-A	21302	23752	26202	28651	31101
602-A	22271	24832	27394	29955	32516
603-A	23284	25962	28640	31317	33995
604-A	24343	27143	29942	32742	35541
605-A	25451	28378	31305	34231	37158
606-A	26609	29669	32729	35789	38849
607-A	27820	31019	34219	37418	40617
608-A	29086	32431	35776	39121	42466
609-A	30409	33906	37403	40900	44397
610-A	31793	35449	39106	42762	46418
611-A	33240	37063	40885	44708	48530
612-A	34752	38749	42745	46742	50738
613-A	36333	40511	44690	48868	53046
614-A	37986	42355	46723	51092	55460
615-A	39714	44281	48848	53415	57982
616-A	41521	46296	51071	55846	60621
617-A	43410	48402	53395	58387	63379
618-A	45385	50604	55824	61043	66262
619-A	47450	52907	58364	63820	69277
620-A	49609	55314	61019	66724	72429
621-A	51866	57831	63795	69760	75724
622-A	54226	60462	66698	72934	79170
623-A	56693	63213	69733	76252	82772
624-A	59273	66090	72906	79723	86539

Exempt

PAY GRADE	Range Minimum	2nd Quartile Minimum	3rd Quartile		Range Maximum
			Minimum (Range Midpoint)	4th Quartile Minimum	
800-A	29086	33449	37812	42175	46538
801-A	31093	35757	40421	45085	49749
802-A	33238	38224	43210	48195	53181
803-A	35531	40861	46191	51520	56850
804-A	37983	43681	49378	55076	60773
805-A	40604	46695	52785	58876	64966
806-A	43406	49917	56428	62939	69450
807-A	46401	53361	60322	67282	74242
808-A	49603	57044	64484	71925	79365
809-A	53026	60980	68934	76888	84842
810-A	56685	65188	73691	82193	90696
811-A	60596	69686	78775	87865	96954
812-A	64777	74494	84210	93927	103643
813-A	69247	79634	90021	100408	110795
814-A	74025	85129	96233	107336	118440
815-A	79133	91003	102873	114743	126613
816-A	84593	97282	109971	122660	135349
817-A	90430	103995	117559	131124	144688
818-A	96670	111171	125671	140172	154672
819-A	103340	118841	134342	149843	165344
820-A	110470	127041	143611	160182	176752
821-A	118092	135806	153520	171233	188947
822-A	126240	145176	164112	183048	201984
823-A	134951	155194	175437	195679	215922
824-A	144263	165903	187542	209182	230821
825-A	154217	177350	200482	223615	246747
826-A	164858	189587	214316	239044	263773
827-A	176233	202668	229103	255538	281973
828-A	188393	216652	244911	273170	301429
829-A	201392	231601	261810	292018	322227
830-A	215288	247581	279875	312168	344461
831-A	230143	264665	299186	333708	368229
832-A	246023	282927	319830	356734	393637
833-A	262999	302449	341899	381348	420798
834-A	281146	323318	365490	407662	449834

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	19112	21310	23508	25706	27904
601-C	19982	22280	24578	26876	29174
602-C	20891	23294	25696	28099	30501
603-C	21842	24354	26866	29377	31889
604-C	22836	25462	28089	30715	33341
605-C	23875	26621	29367	32112	34858
606-C	24961	27832	30702	33573	36443
607-C	26097	29098	32100	35101	38102
608-C	27284	30422	33560	36697	39835
609-C	28525	31806	35086	38367	41647
610-C	29823	33253	36683	40112	43542
611-C	31180	34766	38352	41937	45523
612-C	32599	36348	40097	43864	47595
613-C	34082	38002	41921	45841	49760
614-C	35633	39731	43829	47926	52024
615-C	37254	41538	45823	50107	54391
616-C	38949	43428	47908	52387	56866
617-C	40721	45404	50087	54770	59453
618-C	42574	47470	52366	57262	62158
619-C	44511	49630	54749	59867	64986
620-C	46536	51888	57240	62591	67943
621-C	48653	54248	59843	65438	71033
622-C	50867	56717	62567	68416	74266
623-C	53181	59297	65413	71528	77644
624-C	55601	61995	68389	74783	81177

Exempt

PAY GRADE	Range Minimum	2nd Quartile Minimum	3rd Quartile		Range Maximum
			Minimum (Range Midpoint)	4th Quartile Minimum	
800-C	27284	31377	35469	39562	43654
801-C	29167	33542	37917	42292	46667
802-C	31180	35857	40534	45211	49888
803-C	33331	38331	43331	48330	53330
804-C	35631	40976	46321	51665	57010
805-C	38090	43804	49517	55231	60944
806-C	40718	46826	52934	59041	65149
807-C	43528	50057	56587	63116	69645
808-C	46531	53511	60491	67470	74450
809-C	49742	57203	64665	72126	79587
810-C	53174	61150	69126	77102	85078
811-C	56843	65370	73896	82423	90949
812-C	60765	69880	78995	88109	97224
813-C	64958	74702	84446	94189	103933
814-C	69440	79856	90272	100688	111104
815-C	74231	85366	96501	107635	118770
816-C	79353	91256	103159	115062	126965
817-C	84828	97552	110277	123001	135725
818-C	90681	104283	117886	131488	145090
819-C	96938	111479	126020	140560	155101
820-C	103627	119171	134715	150259	165803
821-C	110777	127394	144010	160627	177243
822-C	118421	136184	153948	171711	189474
823-C	126592	145581	164570	183558	202547
824-C	135327	155626	175925	196224	216523
825-C	144665	166365	188065	209764	231464
826-C	154647	177844	201041	224238	247435
827-C	165318	190116	214914	239711	264509
828-C	176725	203234	229743	256251	282760
829-C	188919	217257	245595	273932	302270

D - Doctors Occupational Group

Exempt

PAY GRADE	Range Minimum	2nd Quartile Minimum	3rd Quartile		Range Maximum
			Minimum (Range Midpoint)	4th Quartile Minimum	
800-D	24908	28644	32381	36117	39853
801-D	26627	30621	34615	38609	42603
802-D	28464	32734	37003	41273	45542
803-D	30428	34992	39557	44121	48685
804-D	32528	37407	42287	47166	52045
805-D	34772	39988	45204	50419	55635
806-D	37171	42747	48323	53898	59474
807-D	39736	45697	51657	57618	63578
808-D	42478	48850	55222	61593	67965
809-D	45409	52220	59032	65843	72654
810-D	48542	55823	63105	70386	77667
811-D	51891	59675	67459	75242	83026
812-D	55471	63792	72113	80433	88754
813-D	59298	68193	77088	85982	94877
814-D	63390	72899	82407	91916	101424
815-D	67764	77929	88093	98258	108422
816-D	72440	83306	94172	105038	115904
817-D	77438	89054	100670	112285	123901
818-D	82781	95198	107616	120033	132450
819-D	88493	101767	115041	128315	141589
820-D	94599	108789	122979	137168	151358
821-D	101126	116295	131464	146633	161802
822-D	108104	124320	140535	156751	172966
823-D	115563	132898	150232	167567	184901
824-D	123537	142068	160598	179129	197659
825-D	132061	151870	171680	191489	211298
826-D	141173	162349	183525	204701	225877
827-D	150914	173551	196188	218825	241462
828-D	161327	185526	209725	233924	258123
829-D	172459	198328	224197	250065	275934
830-D	184359	212013	239667	267320	294974
831-D	197080	226642	256204	285766	315328
832-D	210679	242281	273883	305484	337086
833-D	225216	258999	292781	326564	360346
834-D	240756	276870	312983	349097	385210

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	19084	21279	23474	25668	27863
601-E	19952	22247	24541	26836	29130
602-E	20860	23259	25658	28057	30456
603-E	21809	24317	26825	29333	31841
604-E	22801	25423	28045	30667	33289
605-E	23838	26579	29321	32062	34803
606-E	24923	27789	30656	33522	36388
607-E	26057	29054	32050	35047	38043
608-E	27243	30376	33509	36642	39775
609-E	28483	31759	35034	38310	41585
610-E	29779	33204	36628	40053	43477
611-E	31134	34715	38295	41876	45456
612-E	32551	36294	40038	43781	47524
613-E	34032	37946	41860	45773	49687
614-E	35580	39672	43764	47855	51947
615-E	37199	41477	45755	50033	54311
616-E	38892	43365	47837	52310	56782
617-E	40662	45338	50015	54691	59367
618-E	42512	47401	52290	57179	62068
619-E	44446	49557	54669	59780	64891
620-E	46468	51812	57156	62499	67843
621-E	48582	54169	59756	65343	70930
622-E	50792	56633	62474	68315	74156
623-E	53103	59210	65317	71423	77530
624-E	55519	61904	68289	74673	81058
625-E	58045	64720	71396	78071	84746
626-E	60686	67665	74644	81623	88602
627-E	63447	70744	78040	85337	92633
628-E	66334	73963	81591	89220	92633

Exempt

PAY GRADE	Range Minimum	2nd Quartile Minimum	3rd Quartile		Range Maximum
			Minimum (Range Midpoint)	4th Quartile Minimum	
800-E	27243	31330	35416	39503	43589
801-E	29123	33492	37860	42229	46597
802-E	31132	35802	40472	45141	49811
803-E	33280	38272	43264	48256	53248
804-E	35576	40913	46249	51586	56922
805-E	38031	43736	49441	55145	60850
806-E	40655	46753	52852	58950	65048
807-E	43460	49979	56498	63017	69536
808-E	46459	53428	60397	67365	74334
809-E	49665	57115	64565	72014	79464
810-E	53092	61056	69020	76983	84947
811-E	56755	65268	73782	82295	90808
812-E	60671	69772	78873	87973	97074
813-E	64857	74586	84314	94043	103771
814-E	69332	79732	90132	100531	110931
815-E	74116	85234	96351	107469	118586
816-E	79230	91115	102999	114884	126768
817-E	84697	97402	110106	122811	135515
818-E	90541	104122	117704	131285	144866
819-E	96788	111306	125825	140343	154861
820-E	103466	118986	134506	150026	165546
821-E	110605	127196	143787	160377	176968
822-E	118237	135973	153708	171444	189179
823-E	126395	145354	164314	183273	202232
824-E	135116	155384	175651	195919	216186
825-E	144439	166105	187771	209436	231102
826-E	154405	177566	200727	223887	247048
827-E	165059	189818	214577	239335	264094
828-E	176448	202915	229383	255850	282317
829-E	188623	216917	245210	273504	301797

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	17007	18963	20919	22874	24830
601-H	17781	19826	21871	23915	25960
602-H	18590	20728	22866	25003	27141
603-H	19436	21671	23907	26142	28377
604-H	20320	22657	24994	27330	29667
605-H	21245	23688	26132	28575	31018
606-H	22212	24767	27321	29876	32430
607-H	23223	25894	28565	31235	33906
608-H	24280	27072	29865	32657	35449
609-H	25385	28304	31224	34143	37062
610-H	26540	29592	32644	35696	38748
611-H	27748	30939	34130	37321	40512
612-H	29011	32347	35684	39020	42356
613-H	30331	33819	37307	40795	44283
614-H	31711	35358	39005	42651	46298
615-H	33154	36967	40780	44592	48405
616-H	34663	38649	42636	46622	50608
617-H	36240	40408	44575	48743	52910
618-H	37889	42246	46604	50961	55318
619-H	39613	44169	48724	53280	57835
620-H	41415	46178	50941	55703	60466
621-H	43299	48279	53258	58238	63217
622-H	45269	50475	55681	60887	66093
623-H	47329	52772	58215	63657	69100
624-H	49482	55173	60863	66554	72244
625-H	51733	57682	63632	69581	75530
626-H	54087	60307	66527	72747	78967
627-H	56548	63051	69554	76057	82560
628-H	59121	65920	72719	79518	86317
629-H	61811	68919	76028	83136	90244

Exempt

PAY GRADE	Range Minimum	2nd Quartile Minimum	3rd Quartile		Range Maximum
			Minimum (Range Midpoint)	4th Quartile Minimum	
800-H	24280	27922	31564	35206	38848
801-H	25955	29848	33742	37635	41528
802-H	27746	31908	36070	40232	44394
803-H	29660	34109	38558	43007	47456
804-H	31707	36463	41219	45975	50731
805-H	33895	38979	44064	49148	54232
806-H	36234	41669	47104	52539	57974
807-H	38734	44544	50354	56164	61974
808-H	41407	47618	53829	60040	66251
809-H	44264	50904	57543	64183	70822
810-H	47318	54416	61514	68611	75709
811-H	50583	58171	65758	73346	80933
812-H	54073	62184	70295	78406	86517
813-H	57804	66475	75145	83816	92486
814-H	61792	71061	80330	89598	98867
815-H	66056	75965	85873	95782	105690
816-H	70614	81206	91798	102390	112982
817-H	75486	86809	98132	109455	120778
818-H	80695	92799	104904	117008	129112
819-H	86263	99203	112142	125082	138021
820-H	92215	106047	119880	133712	147544
821-H	98578	113365	128152	142938	157725
822-H	105380	121187	136994	152801	168608
823-H	112651	129549	146447	163344	180242
824-H	120424	138488	156551	174615	192678
825-H	128733	148043	167353	186663	205973
826-H	137616	158259	178901	199544	220186
827-H	147112	169179	191246	213312	235379
828-H	157263	180853	204442	228032	251621
829-H	168114	193331	218548	243765	268982

I - Information Technology Occupational Group

Non-Exempt

PAY GRADE	Range Minimum	2nd Quartile Minimum	3rd Quartile		Range Maximum
			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
625-I	60962	67973	74984	81994	89005
626-I	63736	71066	78396	85725	93055
627-I	66636	74299	81963	89626	97289

Exempt

PAY GRADE	Range Minimum	2nd Quartile Minimum	3rd Quartile		Range Maximum
			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 - Maintenance & Operations Occupational Group

Non-Exempt

PAY GRADE	Range Minimum	2nd Quartile Minimum	3rd Quartile		Range Maximum
			Minimum (Range Midpoint)	4th Quartile Minimum	
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		Range Maximum
			Minimum (Range Midpoint)	4th Quartile Minimum	
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	19420	21653	23887	26120	28353
601-L	20304	22639	24974	27309	29644
602-L	21228	23669	26111	28552	30993
603-L	22194	24746	27299	29851	32403
604-L	23204	25873	28541	31210	33878
605-L	24260	27050	29840	32630	35420
606-L	25364	28281	31198	34114	37031
607-L	26518	29568	32617	35667	38716
608-L	27725	30914	34102	37291	40479
609-L	28986	32320	35653	38987	42320
610-L	30305	33790	37275	40760	44245
611-L	31684	35328	38972	42615	46259
612-L	33126	36936	40745	44555	48364
613-L	34633	38616	42599	46581	50564
614-L	36209	40373	44537	48701	52865
615-L	37857	42211	46564	50918	55271
616-L	39579	44131	48682	53234	57785
617-L	41380	46139	50898	55656	60415
618-L	43263	48238	53214	58189	63164
619-L	45231	50433	55634	60836	66037
620-L	47289	52727	58166	63604	69042
621-L	49441	55127	60813	66498	72184
622-L	51691	57636	63580	69525	75469
623-L	54043	60258	66473	72688	78903
624-L	56502	63000	69498	75995	82493
625-L	59073	65867	72660	79454	86247
626-L	61761	68864	75966	83069	90171
627-L	64571	71997	79423	86848	94274

Exempt

PAY GRADE	Range Minimum	2nd Quartile Minimum	3rd Quartile		Range Maximum
			Minimum (Range Midpoint)	4th Quartile Minimum	
800-L	27725	31884	36043	40201	44360
801-L	29638	34084	38530	42975	47421
802-L	31683	36436	41188	45941	50693
803-L	33869	38949	44030	49110	54190
804-L	36206	41637	47068	52499	57930
805-L	38704	44510	50315	56121	61926
806-L	41375	47581	53788	59994	66200
807-L	44230	50865	57499	64134	70768
808-L	47282	54374	61467	68559	75651
809-L	50544	58126	65707	73289	80870
810-L	54032	62137	70242	78346	86451
811-L	57760	66424	75088	83752	92416
812-L	61745	71007	80269	89530	98792
813-L	66005	75906	85807	95707	105608
814-L	70559	81143	91727	102310	112894
815-L	75428	86742	98057	109371	120685
816-L	80633	92728	104823	116918	129013
817-L	86197	99127	112056	124986	137915
818-L	92145	105967	119789	133610	147432
819-L	98503	113279	128054	142830	157605
820-L	105300	121095	136890	152685	168480
821-L	112566	129451	146336	163221	180106
822-L	120333	138383	156433	174483	192533
823-L	128636	147932	167227	186523	205818
824-L	137512	158139	178766	199392	220019
825-L	147000	169050	191100	213150	235200
826-L	157143	180715	204286	227858	251429
827-L	167986	193184	218382	243580	268778
828-L	179577	206514	233450	260387	287323
829-L	191968	220763	249559	278354	307149

N - Enforcement, Compliance, and Protective Services Occupational Group

Non-Exempt

PAY GRADE	Range Minimum	2nd Quartile Minimum	3rd Quartile Minimum (Range Midpoint)	4th Quartile Minimum	Range Maximum
600-N	19427	21661	23895	26129	28363
601-N	20311	22647	24983	27318	29654
602-N	21235	23677	26119	28561	31003
603-N	22201	24754	27307	29860	32413
604-N	23211	25880	28550	31219	33888
605-N	24267	27058	29849	32639	35430
606-N	25371	28289	31207	34124	37042
607-N	26525	29576	32626	35677	38727
608-N	27732	30921	34111	37300	40489
609-N	28994	32328	35663	38997	42331
610-N	30313	33799	37285	40771	44257
611-N	31692	35337	38981	42626	46270
612-N	33134	36945	40755	44566	48376
613-N	34642	38626	42610	46593	50577
614-N	36218	40383	44548	48713	52878
615-N	37866	42221	46575	50930	55284
616-N	39589	44142	48695	53247	57800
617-N	41390	46150	50910	55669	60429
618-N	43273	48250	53226	58203	63179
619-N	45242	50445	55648	60850	66053
620-N	47301	52741	58180	63620	69059
621-N	49453	55140	60827	66514	72201
622-N	51703	57649	63595	69540	75486
623-N	54055	60271	66488	72704	78920
624-N	56515	63014	69514	76013	82512

Exempt

PAY GRADE	Range Minimum	2nd Quartile Minimum	3rd Quartile Minimum (Range Midpoint)	4th Quartile Minimum	Range Maximum
800-N	27732	31892	36052	40211	44371
801-N	29646	34093	38540	42987	47434
802-N	31692	36446	41200	45953	50707
803-N	33879	38961	44043	49124	54206
804-N	36217	41650	47082	52515	57947
805-N	38716	44524	50331	56139	61946
806-N	41387	47595	53803	60011	66219
807-N	44243	50880	57516	64153	70789
808-N	47296	54391	61485	68580	75674
809-N	50559	58143	65727	73310	80894
810-N	54048	62155	70263	78370	86477
811-N	57777	66444	75110	83777	92443
812-N	61764	71029	80293	89558	98822
813-N	66026	75930	85834	95738	105642
814-N	70582	81169	91757	102344	112931
815-N	75452	86770	98088	109405	120723
816-N	80658	92757	104856	116954	129053
817-N	86223	99157	112090	125024	137957
818-N	92172	105998	119824	133649	147475
819-N	98532	113312	128092	142871	157651
820-N	105331	121131	136931	152730	168530
821-N	112599	129489	146379	163268	180158
822-N	120368	138423	156479	174534	192589
823-N	128673	147974	167275	186576	205877
824-N	137551	158184	178817	199449	220082
825-N	147042	169098	191155	213211	235267
826-N	157188	180766	204345	227923	251501
827-N	168034	193239	218444	243649	268854
828-N	179628	206572	233517	260461	287405
829-N	192022	220825	249629	278432	307235
830-N	205272	236063	266854	297644	328435
831-N	219436	252352	285267	318183	351098
832-N	234577	269764	304950	340137	375323
833-N	250763	288378	325992	363607	401221
834-N	268066	308276	348486	388696	428906

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	17731	19770	21809	23848	25887
601-O	18538	20670	22802	24933	27065
602-O	19381	21610	23839	26067	28296
603-O	20263	22593	24924	27254	29584
604-O	21185	23621	26058	28494	30930
605-O	22149	24696	27244	29791	32338
606-O	23157	25820	28483	31146	33809
607-O	24211	26995	29780	32564	35348
608-O	25313	28224	31135	34046	36957
609-O	26465	29509	32552	35596	38639
610-O	27669	30851	34033	37215	40397
611-O	28928	32255	35582	38908	42235
612-O	30244	33722	37200	40678	44156
613-O	31620	35256	38893	42529	46165
614-O	33059	36861	40663	44464	48266
615-O	34563	38538	42513	46487	50462
616-O	36136	40292	44448	48603	52759
617-O	37780	42125	46470	50814	55159
618-O	39499	44042	48584	53127	57669
619-O	41296	46045	50794	55543	60292
620-O	43175	48140	53106	58071	63036
621-O	45139	50330	55521	60712	65903
622-O	47193	52620	58048	63475	68902
623-O	49340	55014	60688	66362	72036
624-O	51585	57517	63450	69382	75314

Exempt

PAY GRADE	Range Minimum	2nd Quartile Minimum	3rd Quartile Minimum (Range Midpoint)	4th Quartile Minimum	Range Maximum
800-O	25313	29110	32907	36704	40501
801-O	27060	31119	35178	39237	43296
802-O	28927	33266	37605	41944	46283
803-O	30923	35562	40200	44839	49477
804-O	33057	38016	42974	47933	52891
805-O	35338	40639	45940	51240	56541
806-O	37776	43443	49109	54776	60442
807-O	40383	46441	52498	58556	64613
808-O	43169	49644	56120	62595	69070
809-O	46148	53070	59993	66915	73837
810-O	49332	56732	64132	71531	78931
811-O	52736	60647	68557	76468	84378
812-O	56375	64831	73288	81744	90200
813-O	60265	69305	78345	87384	96424
814-O	64423	74087	83750	93414	103077
815-O	68868	79198	89529	99859	110189
816-O	73620	84663	95706	106749	117792
817-O	78700	90505	102310	114115	125920
818-O	84130	96750	109369	121989	134608
819-O	89935	103425	116916	130406	143896
820-O	96141	110562	124984	139405	153826
821-O	102775	118191	133608	149024	164440
822-O	109866	126346	142826	159306	175786
823-O	117447	135064	152681	170298	187915
824-O	125551	144384	163217	182049	200882
825-O	134214	154346	174478	194610	214742
826-O	143475	164996	186518	208039	229560
827-O	153375	176381	199388	222394	245400
828-O	163958	188552	213146	237739	262333
829-O	175271	201562	227853	254143	280434
830-O	187365	215470	243575	271679	299784
831-O	200293	230337	260381	290425	320469
832-O	214113	246230	278347	310464	342581
833-O	228887	263220	297553	331886	366219

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	17696	19731	21766	23801	25836
601-T	18501	20629	22756	24884	27011
602-T	19343	21568	23792	26017	28241
603-T	20223	22549	24875	27200	29526
604-T	21143	23575	26006	28438	30869
605-T	22105	24647	27189	29731	32273
606-T	23111	25769	28427	31084	33742
607-T	24163	26942	29721	32499	35278
608-T	25262	28167	31073	33978	36883
609-T	26411	29448	32486	35523	38560
610-T	27613	30789	33964	37140	40315
611-T	28869	32189	35509	38829	42149
612-T	30183	33654	37125	40596	44067
613-T	31556	35185	38814	42443	46072
614-T	32992	36786	40580	44374	48168
615-T	34493	38460	42427	46393	50360
616-T	36062	40209	44357	48504	52651
617-T	37703	42039	46375	50710	55046
618-T	39418	43951	48484	53017	57550
619-T	41212	45952	50691	55431	60170
620-T	43087	48042	52997	57952	62907
621-T	45047	50228	55408	60589	65769
622-T	47097	52513	57930	63346	68762
623-T	49240	54903	60565	66228	71890
624-T	51480	57400	63321	69241	75161

Exempt

PAY GRADE	Range Minimum	2nd Quartile Minimum	3rd Quartile		Range Maximum
			Minimum (Range Midpoint)	4th Quartile Minimum	
800-T	25262	29051	32841	36630	40419
801-T	27005	31056	35107	39157	43208
802-T	28868	33198	37529	41859	46189
803-T	30860	35489	40118	44747	49376
804-T	32989	37937	42886	47834	52782
805-T	35265	40555	45845	51134	56424
806-T	37698	43353	49008	54662	60317
807-T	40299	46344	52389	58433	64478
808-T	43080	49542	56004	62466	68928
809-T	46053	52961	59869	66777	73685
810-T	49231	56616	64001	71385	78770
811-T	52628	60522	68417	76311	84205
812-T	56259	64698	73137	81575	90014
813-T	60141	69162	78184	87205	96226
814-T	64291	73935	83579	93222	102866
815-T	68727	79036	89345	99654	109963
816-T	73469	84489	95510	106530	117550
817-T	78538	90319	102100	113880	125661
818-T	83957	96551	109144	121738	134331
819-T	89750	103213	116675	130138	143600
820-T	95943	110335	124726	139118	153509
821-T	102563	117948	133332	148717	164101
822-T	109640	126086	142532	158978	175424
823-T	117205	134786	152367	169947	187528
824-T	125292	144086	162880	181673	200467
825-T	133937	154028	174118	194209	214299
826-T	143179	164656	186133	207609	229086
827-T	153058	176017	198976	221934	244893
828-T	163619	188162	212705	237247	261790
829-T	174909	201145	227382	253618	279854

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	20226	22552	24878	27204	29530
601-V	21146	23578	26010	28441	30873
602-V	22108	24651	27193	29736	32278
603-V	23114	25772	28430	31088	33746
604-V	24166	26945	29724	32503	35282
605-V	25266	28172	31077	33983	36888
606-V	26416	29454	32492	35529	38567
607-V	27618	30794	33970	37146	40322
608-V	28875	32196	35517	38837	42158
609-V	30189	33661	37133	40604	44076
610-V	31563	35193	38823	42452	46082
611-V	32999	36794	40589	44384	48179
612-V	34500	38468	42435	46403	50370
613-V	36070	40218	44366	48514	52662
614-V	37711	42048	46385	50721	55058
615-V	39427	43961	48495	53029	57563
616-V	41221	45962	50702	55443	60183
617-V	43097	48053	53010	57966	62922
618-V	45058	50240	55422	60603	65785
619-V	47108	52526	57943	63361	68778
620-V	49251	54915	60579	66242	71906
621-V	51492	57414	63335	69257	75178
622-V	53835	60026	66217	72408	78599
623-V	56284	62757	69230	75702	82175
624-V	58845	65612	72380	79147	85914

Exempt

PAY GRADE	Range Minimum	2nd Quartile Minimum	3rd Quartile		Range Maximum
			Minimum (Range Midpoint)	4th Quartile Minimum	
800-V	28875	33206	37538	41869	46200
801-V	30867	35497	40127	44757	49387
802-V	32997	37947	42896	47846	52795
803-V	35274	40565	45856	51147	56438
804-V	37708	43364	49021	54677	60333
805-V	40310	46357	52403	58450	64496
806-V	42991	49555	56019	62482	68946
807-V	46064	52974	59883	66793	73702
808-V	49242	56628	64015	71401	78787
809-V	52640	60536	68432	76328	84224
810-V	56272	64713	73154	81594	90035
811-V	60155	69178	78202	87225	96248
812-V	64306	73952	83598	93244	102890
813-V	68743	79055	89366	99678	109989
814-V	73486	84509	95532	106555	117578
815-V	78557	90341	102124	113908	125691
816-V	83977	96574	109170	121767	134363
817-V	89771	103237	116703	130168	143634
818-V	95965	110360	124755	139149	153544
819-V	102587	117975	133363	148751	164139
820-V	109666	126116	142566	159016	175466
821-V	117233	134818	152403	169988	187573
822-V	125322	144120	162919	181717	200515
823-V	133969	154064	174160	194255	214350
824-V	143213	164695	186177	207659	229141
825-V	153095	176059	199024	221988	244952
826-V	163659	188208	212757	237305	261854
827-V	174951	201194	227437	253679	279922
828-V	187023	215077	243130	271184	299237
829-V	199928	229917	259907	289896	319885
830-V	213723	245782	277840	309899	341957
831-V	228470	262741	297011	331282	365552
832-V	244234	280869	317504	354139	390774
833-V	261086	300249	339412	378575	417738
834-V	279101	320966	362832	404697	446562

Short Range Classes

Schedule A

PAY GRADE	Range Minimum	2nd Quartile Minimum	3rd Quartile		Range Maximum
			Minimum (Range Midpoint)	4th Quartile Minimum	
211-Y	7.74	7.97	8.21	8.44	8.67
212-Y	7.93	8.17	8.41	8.64	8.88
213-Y	8.13	8.38	8.62	8.87	9.11
214-Y	8.33	8.58	8.83	9.08	9.33
215-Y	8.54	8.80	9.05	9.31	9.56
216-Y	8.75	9.01	9.28	9.54	9.80
217-Y	8.97	9.24	9.51	9.78	10.05
218-Y	9.19	9.47	9.74	10.02	10.29
219-Y	9.42	9.70	9.99	10.27	10.55
220-Y	9.66	9.95	10.24	10.53	10.82
221-Y	9.90	10.20	10.50	10.79	11.09
222-Y	10.15	10.46	10.76	11.07	11.37
223-Y	10.40	10.71	11.03	11.34	11.65
224-Y	10.66	10.98	11.30	11.62	11.94
225-Y	10.93	11.26	11.59	11.91	12.24
226-Y	11.20	11.54	11.87	12.21	12.54
227-Y	11.48	11.83	12.17	12.52	12.86
228-Y	11.77	12.12	12.48	12.83	13.18
229-Y	12.06	12.42	12.79	13.15	13.51
230-Y	12.36	12.73	13.10	13.47	13.84
231-Y	12.67	13.05	13.43	13.81	14.19
232-Y	12.99	13.38	13.77	14.16	14.55
233-Y	13.31	13.71	14.11	14.51	14.91
234-Y	13.64	14.05	14.46	14.87	15.28
235-Y	13.98	14.40	14.82	15.24	15.66
236-Y	14.33	14.76	15.19	15.62	16.05
237-Y	14.69	15.13	15.57	16.01	16.45
238-Y	15.06	15.51	15.97	16.42	16.87
239-Y	15.44	15.90	16.37	16.83	17.29
240-Y	15.83	16.31	16.78	17.26	17.73
241-Y	16.23	16.72	17.21	17.69	18.18
242-Y	16.64	17.14	17.64	18.14	18.64
243-Y	17.06	17.57	18.09	18.60	19.11
244-Y	17.49	18.02	18.54	19.07	19.59
245-Y	17.93	18.47	19.01	19.54	20.08
246-Y	18.38	18.93	19.49	20.04	20.59
247-Y	18.84	19.41	19.97	20.54	21.1
248-Y	19.31	19.89	20.47	21.05	21.63
249-Y	19.79	20.38	20.98	21.57	22.16
250-Y	20.28	20.89	21.50	22.10	22.71

Schedule B

PAY GRADE	Range Minimum	2nd Quartile Minimum	3rd Quartile		Range Maximum
			Minimum (Range Midpoint)	4th Quartile Minimum	
310-Y	\$7.79	\$8.33	\$8.87	\$9.40	\$9.94
323-Y	\$14.69	\$15.70	\$16.72	\$17.73	\$18.74

Community Rate Classes

Schedule A

PAY GRADE	Range Minimum	2nd Quartile Minimum	3rd Quartile		Range Maximum
			Minimum (Range Midpoint)	4th Quartile Minimum	
110-Z	8.16	8.92	9.67	10.43	11.18
111-Z	8.75	9.56	10.37	11.18	11.99
112-Z	9.38	10.25	11.12	11.98	12.85
113-Z	10.06	10.99	11.92	12.85	13.78
114-Z	10.79	11.79	12.79	13.78	14.78
115-Z	11.57	12.64	13.71	14.78	15.85
116-Z	12.41	13.56	14.71	15.85	17.00
117-Z	13.31	14.54	15.77	17.00	18.23
118-Z	14.27	15.59	16.91	18.23	19.55
119-Z	15.30	16.72	18.13	19.55	20.96
120-Z	16.41	17.93	19.45	20.96	22.48
121-Z	17.60	19.23	20.86	22.48	24.11
122-Z	18.88	20.63	22.38	24.12	25.87
123-Z	20.25	22.12	24.00	25.87	27.74
124-Z	21.72	23.73	25.74	27.75	29.76
125-Z	23.29	25.45	27.60	29.76	31.91

Schedule B

PAY GRADE	Range Minimum	2nd Sector Minimum	3rd Sector Minimum	Range Maximum
310-Z	7.74	9.29	12.45	13.91

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	\$16.57
Effective 9/2/2012		
Mayor's Youth Worker	402-A	\$7.75