

POSTING IS REQUIRED

Classification Notice No. 1366

To: Agency Heads and Employees
From: Nita Henry, Executive Director
Date: October 3, 2012
Subject: Proposed Change to the Classification and Pay Plan

The proposed change amends the Classification and Pay Plan by changing a multiple number of pay grades as a result of an external audit of our Pay Survey conducted in 2011.

Please see the attached document “*Information on Impacted Classifications*” for a list of the Job Codes, Classification Titles, Current Pay Grades, Proposed Pay Grades, and Supervisory Levels for all classifications that are changing pay grades in this classification notice.

CSA Compensation has been working on an initiative to consolidate and eliminate three occupational groups within the City's Classification and Pay Plan. The recommendation to consolidate and eliminate occupational groups derived from an external audit of our Pay Survey conducted in 2011.

The occupational groups that are being consolidated are: (D) Doctors, (H) Health Technical & Related Support, and (T) Trades. Classifications in these occupational groups will be moved into an existing occupational group within the City's Classification and Pay Plan. As part of the consolidation, the pay tables for (D) Doctors, (H) Health Technical & Related Support, and (T) Trades will be abolished.

Classifications in the Health Technical & Related Support and Health Professional occupational groups used by the Department of Human Services (DHS) will be moved into the Professional occupational group. Placing DHS classifications into one occupational group will provide opportunities to better align these classifications based on internal relationships.

Classifications in the Doctors and Health Technical & Related Support occupational groups will be combined into (O) Health Professional. This aligns all healthcare classifications used for Career Service employees at Denver Health into the same occupational group. To accommodate the variety of classifications to be housed in Health Professional, the non-exempt and exempt pay tables were adjusted. Lower pay ranges were removed and higher pay ranges were added to both non-exempt and exempt pay tables. All pay ranges were renumbered with new pay grades. It is also recommended to change the title of the Health Professional occupational group to Healthcare.

Classifications in the Trades occupational group will be combined into (J) Labor. To better describe the work performed by these classifications, it is recommended to change the title to Maintenance & Operations. In order to finalize and build support for pay grade recommendations for the trades classifications, CSA Compensation held meetings with labor and trades managers to address issues with internal relationships caused by combining the two groups.

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

- Consolidation of occupational groups will allow CSA Compensation 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.
- The number of benchmark classifications will increase in the remaining occupational groups, thus strengthening the pay relationship between the City's classifications and the market.

The recommended effective date of this classification notice is **October 21, 2012**.

The Career Service Executive Personnel Director shall provide those appointing authorities who are affected with a draft of proposed changes in the plan, and notice shall be posted on appropriate bulletin boards at least thirteen calendar days from the date of this notice.

Public Notice of Changes:

The scheduled time for the public hearing is **Thursday October 18, 2012 9:00 a.m.** in the CSA Board Room, Room 4.F.6, Webb Municipal Building, 201 West Colfax Avenue.

Note: Please submit any questions or comments on this proposal in writing to Bruce Backer bruce.backer@denvergov.org, Career Service Authority, in care of Alena Martinez alena.martinez@denvergov.org by 8:00 a.m. on **Wednesday, October 17, 2012**. Please include a contact name and phone number so that we may respond directly.

If anyone wishes to be heard by the Board on this item, please call Frances Trujillo frances.trujillo@denvergov.org at (720) 913-5168 no later than noon on **Tuesday, October 16, 2012**.

CLASSIFICATION NOTICE #1366 - OCCUPATIONAL GROUP CONSOLIDATION**INFORMATION ON IMPACTED CLASSIFICATIONS**

CURRENT JOB CODE	NEW JOB CODE	CLASSIFICATION TITLE	CURRENT PAY GRADE	PROPOSED PAY GRADE	SUPERVISORY LEVEL
CH2286	CO2654	Addictions Counselor Level II	615-H (33154-48405)	609-O (33058-48264)	3-None/Incidental
CH2287	CO2665	Addictions Counselor Level III	617-H (36240-52910)	611-O (36134-52756)	3-None/Incidental
CD1061	CO2720	Advanced Physician	824-D (123537-197659)	823-O (146702-234723)	3-None/Incidental
CO0557	N/A	Advanced Poison Information Specialist	812-O (56375-90200)	809-O (57643-92229)	3-None/Incidental
CO0558	N/A	Advanced Registered Nurse	812-O (56375-90200)	809-O (57643-92229)	3-None/Incidental
CD1062	CO2724	Advanced Technical Physician	827-D (150174-239623)	825-O (167645-268232)	3-None/Incidental
CH1613	CO2641	Anesthesia Technician	610-H (26540-38748)	604-O (26464-38637)	3-None/Incidental
CD1063	CO2725	Associate Director Physician Services	828-D (161327-258123)	826-O (179213-286740)	5-Manager 2
CD1064	CO2728	Associate Director Technical Physician Services	831-D (197080-315328)	828-O (204797-327678)	5-Manager 2
CT0069	CJ2476	Associate Heavy Equipment Mechanic	617-T (37703-55046)	616-J (38636-56381)	3-None/Incidental
CT0072	CJ2477	Automotive Body Repair Supervisor	810-T (49231-78770)	810-J (52737-84148)	6-First Level Supervisor
CT0074	CJ2478	Automotive Service Center Supervisor	807-T (40299-64478)	810-J (52737-84148)	6-First Level Supervisor
CT0075	CJ2479	Automotive Service Technician	612-T (30183-44067)	612-J (32331-47204)	3-None/Incidental
CT0077	CJ2480	Aviation Electrical Superintendent	812-T (56259-90014)	813-J (64439-102801)	7-Second Level Supervisor
CT0080	CJ2481	Aviation Painting Supervisor	809-T (46053-73685)	809-J (49342-78714)	6-First Level Supervisor
CH1635	CO2644	Behavioral Health Technician	611-H (27748-40512)	605-O (27668-40395)	3-None/Incidental
CT0086	CJ2489	Body Repair Worker	619-T (41212-60170)	618-J (42230-61629)	3-None/Incidental
CH0513	CO2681	Cardiopulmonary Technologist	624-H (49482-72244)	618-O (49339-72034)	3-None/Incidental
CT0092	CJ2493	Carpenter	616-T (36062-52651)	617-J (40390-58943)	3-None/Incidental
CH2343	CA2655	Case Management Coordinator I	615-H (33154-48405)	611-A (33240-48530)	3-None/Incidental
CH2346	CA2658	Case Management Coordinator II	616-H (34663-50608)	612-A (34752-50738)	3-None/Incidental
CH2344	CA2666	Case Management Coordinator III	617-H (36240-52910)	613-A (36333-53046)	3-None/Incidental
CH2205	CA2691	Case Management Supervisor I	808-H (41407-66251)	807-A (46401-74242)	6-First Level Supervisor
CH2242	CA2697	Case Management Supervisor II	810-H (47207-75362)	808-A (49603-79365)	7-Second Level Supervisor
CT0093	CJ2494	Cement Finisher	616-T (36062-52651)	617-J (40390-58943)	3-None/Incidental
CT2440	CJ2499	Chief Combination Inspector	812-T (56259-90014)	812-J (68891-109889)	6-First Level Supervisor
CD2209	CO2726	Chief Medical Examiner And Coroner	828-D (161327-258123)	827-O (191578-306525)	5-Manager 2
CH0515	CO2716	Chief Paramedic	818-H (80695-129112)	814-O (80470-128753)	4-Manager 1
CT1743	CJ2706	Chief Trades Inspector	811-T (52628-84205)	810-J (52737-84148)	3-None/Incidental
CH1617	CO2652	Clinical Care Associate	614-H (31711-46298)	608-O (31619-46164)	3-None/Incidental
CH1618	CO2645	Clinical Care Technician	611-H (27748-40512)	605-O (27668-40395)	3-None/Incidental
CO1598	N/A	Clinical Nurse Educator	813-O (60265-96424)	809-O (57643-92229)	3-None/Incidental
CO0564	N/A	Clinical Nurse Specialist	815-O (68868-110189)	811-O (65872-105396)	3-None/Incidental
CO0565	N/A	Clinical Social Work Team Leader	810-O (49332-78931)	807-O (50442-80707)	2-Lead Worker
CT2438	CJ2679	Combination Inspector I	622-T (47097-68762)	622-J (50449-73640)	3-None/Incidental

CT2439	CJ2682	Combination Inspector II	624-T (51480-74161)	624-J (55137-80485)	3-None/Incidental
CT0105	CJ2500	Construction And Maintenance Supervisor	811-T (52628-84205)	810-J (52737-84148)	6-First Level Supervisor
CT0104	CJ2501	Construction Inspector	621-T (45047-65769)	621-J (48261-70445)	2-Lead Worker
CH1645	CO2699	Critical Care Respiratory Specialist	810-H (47318-75709)	807-O (50442-80707)	2-Lead Worker
CH0516	CO2703	Cytotechnologist	811-H (50583-80933)	807-O (50442-80707)	3-None/Incidental
CH1620	CO2642	Dental Assistant	610-H (26540-38748)	604-O (26464-38637)	3-None/Incidental
CD1065	CO2717	Dentist	819-D (88493-141589)	807-O (98304-157286)	3-None/Incidental
CH0519	CO2707	Diagnostic Imaging Supervisor	812-H (54073-86517)	808-O (53922-78188)	6-First Level Supervisor
CH0520	CO2680	Diagnostic Imaging Technologist	623-H (47329-69100)	617-O (47191-68889)	3-None/Incidental
CT0110	CJ2514	Electrical Inspector	621-T (45047-65769)	621-J (48261-70445)	3-None/Incidental
CT0111	CJ2515	Electrical Maintenance Worker	616-T (36062-52651)	616-J (38636-56381)	3-None/Incidental
CT0112	CJ2516	Electrical Supervisor	810-T (49231-78770)	810-J (52737-84148)	6-First Level Supervisor
CT0113	CJ2513	Electrician	620-T (43087-62907)	621-J (48261-70445)	3-None/Incidental
CT1473	CJ2511	Electronic Systems Technician	620-T (43087-62907)	619-J (44145-64439)	3-None/Incidental
CT0114	CJ2512	Electronics Technician Supervisor	810-T (49231-78770)	810-J (52737-84148)	6-First Level Supervisor
CH1900	CO2659	Emergency Service Patrol Team Leader	616-H (34663-50608)	610-O (34562-50460)	2-Lead Worker
CH1902	CO2656	Emergency Service Technician	615-H (33154-48405)	609-O (33058-48264)	3-None/Incidental
CO2162	CA2693	Employee Assistance Counselor	808-O (43169-69070)	806-A (43406-69450)	3-None/Incidental
CT1910	CJ2522	Facilities Superintendent	812-T (56259-90014)	813-J (64439-102801)	7-Second Level Supervisor
CT0120	CJ2523	Facility Maintenance Technician	616-T (36062-52651)	616-J (38636-56381)	3-None/Incidental
CJ1917	N/A	Field Superintendent	814-J (68891-109889)	813-J (64439-102801)	7-Second Level Supervisor
CH1654	CE2660	Forensic Autopsy Technician	616-H (34663-50608)	617-E (40662-59367)	3-None/Incidental
CH1655	CE2689	Forensic Autopsy Technician Supervisor	807-H (38734-61974)	808-E (46459-74334)	6-First Level Supervisor
CD2210	CO2721	Forensic Pathologist	824-D (123537-197659)	823-O (146702-234723)	3-None/Incidental
CD2300	CD2300	Forensic Pathology Fellow	401-D (35.46)	401-D (42.32)	3-None/Incidental
CT0125	CJ2526	Glazier	616-T (36062-52651)	617-J (40390-58943)	3-None/Incidental
CH1623	CO2643	Health Care Technician	610-H (26540-38748)	604-O (26464-38637)	3-None/Incidental
CT0132	CJ2535	Heavy Equipment Mechanic	619-T (41212-60170)	618-J (42230-61629)	3-None/Incidental
CT0131	CJ2534	Heavy Equipment Mechanic Line Supervisor	810-T (49231-78770)	810-J (52737-84148)	3-None/Incidental
CT0135	CJ2536	Heavy Equipment Service Technician	614-T (32992-48168)	613-J (33811-49343)	3-None/Incidental
CT1741	CJ2676	Helicopter Mechanic	620-T (43087-62907)	621-J (48261-70445)	3-None/Incidental
CH1935	CA2650	Human Service Advocate	613-H (30331-44283)	610-A (31793-46418)	3-None/Incidental
CH1936	CA2685	Human Service Supervisor	805-H (33895-54232)	803-A (35531-56850)	6-First Level Supervisor
CT0139	CJ2539	HVAC Mechanic	619-T (41212-60170)	619-J (44145-64439)	6-First Level Supervisor
CT0140	CJ2540	HVAC Supervisor	811-T (52628-84205)	810-J (52737-84148)	6-First Level Supervisor
CH0528	CO2711	Imaging Operations Supervisor	813-H (57804-92486)	809-O (57643-92229)	7-Second Level Supervisor
CT1937	CJ2541	Information Display Technician	620-T (43087-62907)	619-J (44145-64439)	6-First Level Supervisor
CH0529	CO2661	Laboratory Technician	616-H (34663-50608)	610-O (34562-50460)	3-None/Incidental

CH2288	CO2673	Lead Addictions Counselor	619-H (39613-57835)	613-O (39497-57666)	2-Lead Worker
CH2345	CA2667	Lead Case Management Coordinator	617-H (36240-52910)	613-A (36333-53046)	2-Lead Worker
CT2426	CJ2549	Lead Heavy Equipment Mechanic	620-T (43087-62907)	619-J (44145-64439)	2-Lead Worker
CO0581	CO2718	Lead Pharmacist	819-O (89935-143896)	815-O (86023-137637)	2-Lead Worker
CH1437	CO2640	Lead Radiographic Technician	609-H (25385-37062)	603-O (25312-36956)	2-Lead Worker
CO2149	CA2694	Lead Social Case Worker	808-O (43169-69070)	807-A (46401-74242)	2-Lead Worker
CA2460	N/A	Lead Utilization Management Coordinator	807-A (46401-74242)	808-A (49603-79365)	2-Lead Worker
CH0530	CO2662	Licensed Practical Nurse	616-H (34663-50608)	610-O (34562-50460)	3-None/Incidental
CO2189	CA2695	Licensed Therapist Masters Level	808-O (43169-69070)	807-A (46401-74242)	3-None/Incidental
CT0141	CJ2551	Locksmith	616-T (36062-52651)	616-J (38636-56381)	3-None/Incidental
CT0142	CJ2553	Maintenance Assistant	609-T (26411-38560)	608-J (27059-39507)	3-None/Incidental
CT0147	CJ2552	Maintenance Technician	613-T (31556-46072)	613-J (33811-49343)	3-None/Incidental
CH0532	CO2683	Mammography Technologist	625-H (51733-75530)	620-O (53931-78739)	3-None/Incidental
CT0148	CJ2559	Master Trades Worker	622-T (47097-68762)	622-J (50449-73640)	3-None/Incidental
CT0149	CJ2560	Mechanic Line Supervisor	810-T (49231-78770)	810-J (52737-84148)	6-First Level Supervisor
CT1775	CJ2561	Mechanical Inspector	621-T (45047-65769)	621-J (48261-70445)	2-Lead Worker
CH0535	CO2715	Medical Imaging Manager	817-H (75486-120778)	813-O (75276-120442)	7-Second Level Supervisor
CH0536	CO2647	Medical Office Assistant	612-H (29011-42356)	606-O (28927-42233)	3-None/Incidental
CH1647	CO2663	Medical Records Coder	616-H (34663-50608)	610-O (34562-50460)	3-None/Incidental
CH1628	CO2648	Medical Services Representative	612-H (29011-42356)	606-O (28927-42233)	3-None/Incidental
CO0584	N/A	Medical Technologist	811-O (52736-84378)	808-O (53922-78188)	3-None/Incidental
CO0583	N/A	Medical Technologist Section Supervisor	813-O (60265-96424)	810-O (61620-98593)	7-Second Level Supervisor
CO0585	N/A	Medical Technologist Unit Supervisor	812-O (56375-90200)	809-O (57643-92229)	6-First Level Supervisor
CT0152	CJ2562	Multiple Trades Supervisor	811-T (52628-84205)	810-J (52737-84148)	6-First Level Supervisor
CH0539	CO2684	Nuclear Medicine Technologist	628-H (59121-86317)	622-O (58950-86067)	3-None/Incidental
CO0590	N/A	Nurse Practitioner	815-O (68868-110189)	811-O (65872-105396)	3-None/Incidental
CO0592	N/A	Nursing Administrator	814-O (64423-103077)	811-O (65872-105396)	3-None/Incidental
CH1631	CO2638	Nursing Aide	608-H (24280-35449)	602-O (24210-35347)	3-None/Incidental
CO0593	N/A	Nursing Clinical Coordinator	813-O (60265-96424)	810-O (61620-98593)	6-First Level Supervisor
CO0594	N/A	Nursing Operations Manager	818-O (84130-134608)	815-O (86023-137637)	5-Manager 2
CO0595	N/A	Nursing Program Manager	815-O (68868-110189)	811-O (65872-105396)	6-First Level Supervisor
CO0597	N/A	Nutritionist	807-O (40383-64613)	804-O (41291-66066)	3-None/Incidental
CH2376	CA2668	Outreach Case Coordinator	617-H (36240-52910)	613-A (36333-53046)	3-None/Incidental
CH2377	CA2692	Outreach Case Coordinator Supervisor	808-H (41407-66251)	807-A (46401-74242)	6-First Level Supervisor
CT0155	CJ2567	Painter	616-T (36062-52651)	616-J (38636-56381)	3-None/Incidental
CH0542	CO2675	Paramedic	620-H (41415-60466)	614-O (41294-60290)	3-None/Incidental
CH2275	CO2698	Paramedic Field Supervisor	810-H (47207-75362)	806-O (47186-75498)	6-First Level Supervisor
CH2144	CO2704	Paramedic Fleet Supervisor	811-H (50583-80933)	807-O (50442-80707)	6-First Level Supervisor
CH0544	CO2705	Paramedic Operations Supervisor	811-H (50583-80933)	807-O (50442-80707)	6-First Level Supervisor

CO0600	N/A	Pharmacist	818-O (84130-134608)	814-O (80470-128753)	3-None/Incidental
CH1634	CO2646	Pharmacy Technician	611-H (27748-40512)	605-O (27668-40395)	3-None/Incidental
CO0602	N/A	Physical Therapist	810-O (49332-78931)	806-O (47186-75498)	3-None/Incidental
CD1069	CO2719	Physician	822-D (108104-172966)	821-O (128375-205400)	3-None/Incidental
CT0164	CJ2571	Plumber	620-T (43087-62907)	620-J (46159-67374)	3-None/Incidental
CT0165	CJ2572	Plumbing Inspector	621-T (45047-65769)	621-J (48261-70445)	2-Lead Worker
CT0166	CJ2573	Plumbing Supervisor	810-T (49231-78770)	810-J (52737-84148)	6-First Level Supervisor
CT0169	CJ2575	Police Fleet Technician	618-T (39418-57550)	617-J (40390-58943)	3-None/Incidental
CT0170	CJ2578	Pool Maintenance Technician	616-T (36062-52651)	616-J (38636-56381)	3-None/Incidental
CO0606	N/A	Psychologist	813-O (60265-96424)	810-O (61620-98593)	3-None/Incidental
CO1531	N/A	Psychologist Candidate for Licensure	809-O (46148-73837)	806-O (47186-75498)	3-None/Incidental
CO0608	N/A	Psychologist Supervisor	815-O (68868-110189)	812-O (65872-105396)	6-First Level Supervisor
CD1072	CO2712	Public Health Veterinarian	815-D (67764-108422)	812-O (65872-105396)	6-First Level Supervisor
CO0610	N/A	Quality Improvement Nurse	811-O (52505-83787)	807-O (50442-80707)	3-None/Incidental
CH0548	CO2639	Radiographic Support Technician	608-H (24280-35449)	602-O (24210-35347)	3-None/Incidental
CO0612	N/A	Recreational Therapist	807-O (40383-64613)	806-O (47186-75498)	3-None/Incidental
CO0614	N/A	Registered Nurse	811-O (52736-84378)	808-O (53922-78188)	3-None/Incidental
CT0191	CJ2593	Senior Biomedical Equipment Technician	620-T (43087-62907)	622-J (50449-73640)	3-None/Incidental
CH1637	CO2664	Senior Clinical Care Associate	616-H (34663-50608)	610-O (34562-50460)	3-None/Incidental
CO0617	N/A	Senior Clinical Social Worker	808-O (43169-69070)	805-O (44140-70624)	3-None/Incidental
CT0178	CJ2594	Senior Equipment Repair Technician	617-T (37703-55046)	616-J (38636-56381)	3-None/Incidental
CH0551	CO2669	Senior Laboratory Technician	617-H (36240-52910)	611-O (36134-52756)	2-Lead Worker
CO0618	N/A	Senior Occupational Therapist	810-O (49332-78931)	806-O (47186-75498)	3-None/Incidental
CO0619	N/A	Senior Physical Therapist	811-O (52505-83787)	808-O (53922-78188)	3-None/Incidental
CD1073	CO2723	Senior Physician	826-D (141173-225877)	825-O (167645-268232)	6-First Level Supervisor
CT0179	CJ2595	Senior Police Fleet Technician	619-T (41212-60170)	618-J (42230-61629)	3-None/Incidental
CO0629	N/A	Senior Quality Improvement Nurse	812-O (56375-90200)	809-O (57643-92229)	3-None/Incidental
CO0620	N/A	Senior Registered Nurse	813-O (60265-96424)	810-O (61620-98593)	3-None/Incidental
CH1648	CO2678	Senior Respiratory Therapist	622-H (45269-66093)	616-O (45138-65901)	3-None/Incidental
CO0622	CA2690	Senior Social Case Worker	807-O (40383-64613)	806-A (43406-69450)	3-None/Incidental
CO0623	N/A	Senior Speech Therapist	809-O (46148-73837)	805-O (44140-70624)	2-Lead Worker
CD1074	CO2727	Senior Technical Physician	829-D (172459-275934)	827-O (191578-306525)	6-First Level Supervisor
CT0181	CJ2596	Senior Tree Trimmer	613-T (31556-46072)	612-J (32331-47204)	2-Lead Worker
CO0624	CA2686	Social Case Worker	806-O (37776-60442)	805-A (40604-64966)	3-None/Incidental
CO2046	CA2708	Social Case Worker Manager	812-O (56375-90200)	812-A (64777-103643)	7-Second Level Supervisor
CO0625	CA2700	Social Case Worker Supervisor	810-O (49332-78931)	810-A (56685-90696)	6-First Level Supervisor
CO0626	CA2701	Special Education Teacher	810-O (49332-78931)	808-A (49603-79365)	3-None/Incidental
CO2302	CA2709	Special Education Teacher Supervisor	812-O (56375-90200)	810-A (56685-90696)	6-First Level Supervisor
CO2446	CA2653	Special Education Teaching Assistant	614-O (33059-48266)	611-A (33320-48530)	3-None/Incidental

CO2447	CA2687	Special Education Teaching Assistant Supervisor	806-O (37776-60442)	804-A (37983-60773)	6-First Level Supervisor
CO0627	N/A	Speech Therapist	809-O (46148-73837)	805-O (44140-70624)	3-None/Incidental
CT0192	CJ2597	Stable Master	613-T (31556-46072)	613-J (33811-49343)	3-None/Incidental
CO1567	CA2657	Staff Social Case Worker	615-O (34563-50462)	614-A (37986-55460)	3-None/Incidental
CO2301	CA2674	Staff Special Education Teacher	619-O (41296-60292)	617-A (43410-63379)	3-None/Incidental
CT1652	CJ2710	Superintendent of Radio Communications	812-T (56259-90014)	813-J (64439-102801)	7-Second Level Supervisor
CD1075	CO2722	Technical Physician	825-D (131411-209674)	823-O (146702-234723)	3-None/Incidental
CO2188	CA2688	Therapist Master's Level	806-O (37776-60442)	805-A (40604-64966)	3-None/Incidental
CO2190	CA2702	Therapist Supervisor	810-O (49332-78931)	810-A (56685-90696)	6-First Level Supervisor
CT0208	CJ2607	Trades Apprentice	614-T (32992-48168)	613-J (33811-49343)	3-None/Incidental
CT2437	CJ2677	Trades Inspector	621-T (45047-65769)	621-J (48261-70445)	3-None/Incidental
CT2200	CJ2608	Traffic Signal Technician 1	617-T (37703-55046)	616-J (38636-56381)	3-None/Incidental
CT2201	CJ2609	Traffic Signal Technician 2	619-T (41212-60170)	618-J (42230-61629)	3-None/Incidental
CT2202	CJ2610	Traffic Signal Technician 3	620-T (43087-62907)	620-J (46159-67374)	3-None/Incidental
CT2203	CJ2611	Traffic Signal Technician Supervisor	810-T (49231-78770)	810-J (52737-84148)	6-First Level Supervisor
CT0215	CJ2612	Tree Trimmer	612-T (30183-44067)	611-J (30926-45140)	3-None/Incidental
CT0217	CJ2613	Turf Equipment Mechanic	615-T (34493-50360)	613-J (33811-49343)	3-None/Incidental
CT0218	CJ2614	Turf Equipment Mechanic Supervisor	810-T (49231-78770)	808-J (46159-73642)	3-None/Incidental
CO1599	N/A	Unit Charge Nurse	813-O (60265-96424)	810-O (61620-98593)	2-Lead Worker
CA2459	N/A	Utilization Management Coordinator	806-A (43406-69450)	807-A (46401-74242)	3-None/Incidental
CH2092	CO2649	Veterinary Technician	612-H (29011-42356)	606-O (28927-42233)	3-None/Incidental
CH1871	CA2671	Victim Specialist	618-H (37889-55318)	614-A (37986-55460)	3-None/Incidental
TT0003	TJ2621	Vocational Mechanic Trainee	406-T (15.83)	406-J (16.24)	3-None/Incidental
CO2404	N/A	Workers Comp Registered Nurse	813-O (60265-96424)	810-O (61620-98593)	3-None/Incidental
CO2280	CA2670	Youth Counselor	617-O (37780-55159)	615-A (39714-57982)	3-None/Incidental
CO2281	CA2696	Youth Counselor Supervisor	808-O (43169-69070)	807-A (46401-74242)	6-First Level Supervisor
CH2192	CA2651	Youth Worker	613-H (30331-44283)	610-A (31793-46418)	3-None/Incidental
CD1076	CO2713	Zoo Veterinarian	815-D (67764-108422)	812-O (65872-105396)	6-First Level Supervisor
CD2441	CO2714	Zoo Veterinarian Hrly	815-D (67764-108422)	811-O (65872-105396)	6-First Level Supervisor
CH2104	CO2672	Zoo Veterinary Tech	618-H (37889-55318)	612-O (37778-55156)	3-None/Incidental

**CLASSIFICATION NOTICE #1366 - OCCUPATIONAL GROUP CONSOLIDATION
OCCUPATIONAL GROUP ABOLISHMENT**

D - Doctors Occupational Group

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

H - Health Technical & Related Support Occupational Group

PAY GRADE	Range Minimum	3rd Quartile			Range Maximum
		2nd Quartile Minimum	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

PAY GRADE	Range Minimum	3rd Quartile			Range Maximum
		2nd Quartile Minimum	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

T - Trades Occupational Group

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

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

**CLASSIFICATION NOTICE #1366 - OCCUPATIONAL GROUP CONSOLIDATION
OCCUPATIONAL GROUP CHANGE**

CURRENT PAY STRUCTURE:

O - Health Professional Occupational Group

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

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

PROPOSED PAY STRUCTURE:

O - Healthcare Occupational Group

PAY GRADE	3rd Quartile				
	Range Minimum	2nd Quartile Minimum	Minimum (Range Midpoint)	4th Quartile Minimum	Range Maximum
600-O	22149	24696	27243	29790	32338
601-O	23157	25820	28483	31146	33809
602-O	24210	26995	29779	32563	35347
603-O	25312	28223	31134	34045	36956
604-O	26464	29507	32550	35594	38637
605-O	27668	30850	34031	37213	40395
606-O	28927	32253	35580	38906	42233
607-O	30243	33721	37199	40677	44155
608-O	31619	35255	38891	42527	46164
609-O	33058	36859	40661	44462	48264
610-O	34562	38536	42511	46485	50460
611-O	36134	40290	44445	48601	52756
612-O	37778	42123	46467	50812	55156
613-O	39497	44039	48582	53124	57666
614-O	41294	46043	50792	55541	60290
615-O	43173	48138	53103	58068	63033
616-O	45138	50328	55519	60710	65901
617-O	47191	52618	58045	63472	68899
618-O	49339	55013	60686	66360	72034
619-O	51584	57516	63448	69380	75312
620-O	53931	60133	66335	72537	78739
621-O	56384	62869	69353	75837	82321
622-O	58950	65729	72508	79288	86067
623-O	61632	68720	75807	82895	89983
624-O	64436	71847	79257	86667	94077
625-O	67368	75116	82863	90610	98358
626-O	70433	78533	86633	94733	102833
627-O	73638	82107	90575	99043	107512
628-O	76989	85842	94696	103550	112404
629-O	80492	89748	99005	108261	117518
630-O	84154	93832	103510	113187	122865

PAY GRADE	3rd Quartile				
	Range Minimum	2nd Quartile Minimum	Minimum (Range Midpoint)	4th Quartile Minimum	Range Maximum
800-O	31619	36362	41105	45848	50590
801-O	33801	38871	43941	49011	54081
802-O	36133	41553	46973	52393	57813
803-O	38626	44420	50214	56008	61802
804-O	41291	47485	53679	59872	66066
805-O	44140	50762	57383	64004	70625
806-O	47186	54264	61342	68420	75498
807-O	50442	58008	65575	73141	80707
808-O	53922	62011	70099	78188	86276
809-O	57643	66290	74936	83583	92229
810-O	61620	70864	80107	89350	98593
811-O	65872	75753	85634	95515	105396
812-O	70417	80980	91543	102105	112668
813-O	75276	86568	97859	109151	120442
814-O	80470	92541	104611	116682	128753
815-O	86023	98926	111830	124733	137637
816-O	91958	105752	119546	133340	147133
817-O	98304	113049	127795	142540	157286
818-O	105086	120849	136612	152375	168138
819-O	112337	129188	146039	162889	179740
820-O	120089	138102	156115	174129	192142
821-O	128375	147631	166887	186144	205400
822-O	137233	157818	178403	198987	219572
823-O	146702	168707	190712	212718	234723
824-O	156824	180348	203871	227395	250919
825-O	167645	192792	217939	243085	268232
826-O	179213	206094	232976	259858	286740
827-O	191578	220315	249052	277788	306525
828-O	204797	235517	266236	296956	327675
829-O	218928	251767	284607	317446	350285
830-O	234034	269139	304244	339350	374455
831-O	250183	287710	325237	362765	400292
832-O	267445	307562	347679	387795	427912
833-O	285899	328784	371668	414553	457438
834-O	305626	351470	397314	443158	489001
835-O	326714	375721	424728	473735	522742

CLASSIFICATION NOTICE #1366 - OCCUPATIONAL GROUP CONSOLIDATION**BASIS FOR PAY GRADE RECOMMENDATIONS**

JOB CODE	CLASSIFICATION TITLE	BASIS FOR RECOMMENDATION
CO2654	Addictions Counselor Level II	RANGE MINIMUM
CO2665	Addictions Counselor Level III	RANGE MINIMUM
CO2720	Advanced Physician	INTERNAL RELATIONSHIP
CO0557	Advanced Poison Information Specialist	INTERNAL RELATIONSHIP
CO0558	Advanced Registered Nurse	INTERNAL RELATIONSHIP
CO2724	Advanced Technical Physician	INTERNAL RELATIONSHIP
CO2641	Anesthesia Technician	INTERNAL RELATIONSHIP
CO2725	Associate Director Physician Services	INTERNAL RELATIONSHIP
CO2728	Associate Director Technical Physician Services	INTERNAL RELATIONSHIP
CJ2476	Associate Heavy Equipment Mechanic	INTERNAL RELATIONSHIP
CJ2477	Automotive Body Repair Supervisor	INTERNAL RELATIONSHIP
CJ2478	Automotive Service Center Supervisor	INTERNAL RELATIONSHIP
CJ2479	Automotive Service Technician	INTERNAL RELATIONSHIP
CJ2480	Aviation Electrical Superintendent	INTERNAL RELATIONSHIP
CJ2481	Aviation Painting Supervisor	INTERNAL RELATIONSHIP
CO2644	Behavioral Health Technician	RANGE MINIMUM
CJ2489	Body Repair Worker	INTERNAL RELATIONSHIP
CO2681	Cardiopulmonary Technologist	RANGE MINIMUM
CJ2493	Carpenter	MARKET
CA2655	Case Management Coordinator I	MARKET
CA2658	Case Management Coordinator II	INTERNAL RELATIONSHIP
CA2666	Case Management Coordinator III	MARKET
CA2691	Case Management Supervisor I	MARKET
CA2697	Case Management Supervisor II	INTERNAL RELATIONSHIP
CJ2494	Cement Finisher	INTERNAL RELATIONSHIP
CJ2499	Chief Combination Inspector	INTERNAL RELATIONSHIP
CO2726	Chief Medical Examiner And Coroner	INTERNAL RELATIONSHIP
CO2716	Chief Paramedic	RANGE MINIMUM
CJ2706	Chief Trades Inspector	INTERNAL RELATIONSHIP
CO2652	Clinical Care Associate	RANGE MINIMUM
CO2645	Clinical Care Technician	INTERNAL RELATIONSHIP
CO1598	Clinical Nurse Educator	MARKET
CO0564	Clinical Nurse Specialist	MARKET
CO0565	Clinical Social Work Team Leader	INTERNAL RELATIONSHIP
CJ2679	Combination Inspector I	INTERNAL RELATIONSHIP
CJ2682	Combination Inspector II	INTERNAL RELATIONSHIP
CJ2500	Construction And Maintenance Supervisor	MARKET
CJ2501	Construction Inspector	INTERNAL RELATIONSHIP
CO2699	Critical Care Respiratory Specialist	INTERNAL RELATIONSHIP
CO2703	Cytotechnologist	RANGE MINIMUM
CO2642	Dental Assistant	INTERNAL RELATIONSHIP
CO2717	Dentist	MARKET
CO2707	Diagnostic Imaging Supervisor	RANGE MINIMUM
CO2680	Diagnostic Imaging Technologist	RANGE MINIMUM
CJ2514	Electrical Inspector	MARKET
CJ2515	Electrical Maintenance Worker	INTERNAL RELATIONSHIP
CJ2516	Electrical Supervisor	INTERNAL RELATIONSHIP
CJ2513	Electrician	MARKET
CJ2511	Electronic Systems Technician	RANGE MINIMUM
CJ2512	Electronics Technician Supervisor	INTERNAL RELATIONSHIP
CO2659	Emergency Service Patrol Team Leader	RANGE MINIMUM
CO2656	Emergency Service Technician	RANGE MINIMUM

CA2693	Employee Assistance Counselor	MARKET
CJ2522	Facilities Superintendent	MARKET
CJ2523	Facility Maintenance Technician	MARKET
CJ1917	Field Superintendent	INTERNAL RELATIONSHIP
CE2660	Forensic Autopsy Technician	INTERNAL RELATIONSHIP
CE2689	Forensic Autopsy Technician Supervisor	INTERNAL RELATIONSHIP
CO2721	Forensic Pathologist	INTERNAL RELATIONSHIP
CD2300	Forensic Pathology Fellow	INTERNAL RELATIONSHIP
CJ2526	Glazier	INTERNAL RELATIONSHIP
CO2643	Health Care Technician	MARKET
CJ2535	Heavy Equipment Mechanic	MARKET
CJ2534	Heavy Equipment Mechanic Line Supervisor	INTERNAL RELATIONSHIP
CJ2536	Heavy Equipment Service Technician	INTERNAL RELATIONSHIP
CJ2676	Helicopter Mechanic	INTERNAL RELATIONSHIP
CA2650	Human Service Advocate	MARKET
CA2685	Human Service Supervisor	INTERNAL RELATIONSHIP
CJ2539	HVAC Mechanic	MARKET
CJ2540	HVAC Supervisor	INTERNAL RELATIONSHIP
CO2711	Imaging Operations Supervisor	INTERNAL RELATIONSHIP
CJ2541	Information Display Technician	INTERNAL RELATIONSHIP
CO2661	Laboratory Technician	RANGE MINIMUM
CO2673	Lead Addictions Counselor	RANGE MINIMUM
CA2667	Lead Case Management Coordinator	INTERNAL RELATIONSHIP
CJ2549	Lead Heavy Equipment Mechanic	INTERNAL RELATIONSHIP
CO2718	Lead Pharmacist	MARKET
CO2640	Lead Radiographic Technician	RANGE MINIMUM
CA2694	Lead Social Case Worker	MARKET
CA2460	Lead Utilization Management Coordinator	INTERNAL RELATIONSHIP
CO2662	Licensed Practical Nurse	RANGE MINIMUM
CA2695	Licensed Therapist Masters Level	INTERNAL RELATIONSHIP
CJ2551	Locksmith	INTERNAL RELATIONSHIP
CJ2553	Maintenance Assistant	RANGE MINIMUM
CJ2552	Maintenance Technician	MARKET
CO2683	Mammography Technologist	MARKET
CJ2559	Master Trades Worker	INTERNAL RELATIONSHIP
CJ2560	Mechanic Line Supervisor	INTERNAL RELATIONSHIP
CJ2561	Mechanical Inspector	INTERNAL RELATIONSHIP
CO2715	Medical Imaging Manager	RANGE MINIMUM
CO2647	Medical Office Assistant	INTERNAL RELATIONSHIP
CO2663	Medical Records Coder	RANGE MINIMUM
CO2648	Medical Services Representative	RANGE MINIMUM
CO0584	Medical Technologist	RANGE MINIMUM
CO0583	Medical Technologist Section Supervisor	RANGE MINIMUM
CO0585	Medical Technologist Unit Supervisor	RANGE MINIMUM
CJ2562	Multiple Trades Supervisor	INTERNAL RELATIONSHIP
CO2684	Nuclear Medicine Technologist	RANGE MINIMUM
CO0590	Nurse Practitioner	MARKET
CO0592	Nursing Administrator	RANGE MINIMUM
CO2638	Nursing Aide	RANGE MINIMUM
CO0593	Nursing Clinical Coordinator	RANGE MINIMUM
CO0594	Nursing Operations Manager	RANGE MINIMUM
CO0595	Nursing Program Manager	MARKET
CO0597	Nutritionist	RANGE MINIMUM
CA2668	Outreach Case Coordinator	INTERNAL RELATIONSHIP
CA2692	Outreach Case Coordinator Supervisor	INTERNAL RELATIONSHIP

CJ2567	Painter	MARKET
CO2675	Paramedic	RANGE MINIMUM
CO2698	Paramedic Field Supervisor	RANGE MINIMUM
CO2704	Paramedic Fleet Supervisor	RANGE MINIMUM
CO2705	Paramedic Operations Supervisor	INTERNAL RELATIONSHIP
CO0600	Pharmacist	MARKET
CO2646	Pharmacy Technician	RANGE MINIMUM
CO0602	Physical Therapist	MARKET
CO2719	Physician	MARKET
CJ2571	Plumber	MARKET
CJ2572	Plumbing Inspector	INTERNAL RELATIONSHIP
CJ2573	Plumbing Supervisor	INTERNAL RELATIONSHIP
CJ2575	Police Fleet Technician	RANGE MINIMUM
CJ2578	Pool Maintenance Technician	INTERNAL RELATIONSHIP
CO0606	Psychologist	RANGE MINIMUM
CO1531	Psychologist Candidate for Licensure	RANGE MINIMUM
CO0608	Psychologist Supervisor	INTERNAL RELATIONSHIP
CO2712	Public Health Veterinarian	RANGE MINIMUM
CO0610	Quality Improvement Nurse	MARKET
CO2639	Radiographic Support Technician	INTERNAL RELATIONSHIP
CO0612	Recreational Therapist	INTERNAL RELATIONSHIP
CO0614	Registered Nurse	RANGE MINIMUM
CJ2593	Senior Biomedical Equipment Technician	MARKET
CO2664	Senior Clinical Care Associate	RANGE MINIMUM
CO0617	Senior Clinical Social Worker	RANGE MINIMUM
CJ2594	Senior Equipment Repair Technician	RANGE MINIMUM
CO2669	Senior Laboratory Technician	RANGE MINIMUM
CO0618	Senior Occupational Therapist	MARKET
CO0619	Senior Physical Therapist	INTERNAL RELATIONSHIP
CO2723	Senior Physician	INTERNAL RELATIONSHIP
CJ2595	Senior Police Fleet Technician	INTERNAL RELATIONSHIP
CO0629	Senior Quality Improvement Nurse	INTERNAL RELATIONSHIP
CO0620	Senior Registered Nurse	RANGE MINIMUM
CO2678	Senior Respiratory Therapist	MARKET
CA2690	Senior Social Case Worker	MARKET
CO0623	Senior Speech Therapist	MARKET
CO2727	Senior Technical Physician	INTERNAL RELATIONSHIP
CJ2596	Senior Tree Trimmer	INTERNAL RELATIONSHIP
CA2686	Social Case Worker	INTERNAL RELATIONSHIP
CA2708	Social Case Worker Manager	INTERNAL RELATIONSHIP
CA2700	Social Case Worker Supervisor	MARKET
CA2701	Special Education Teacher	RANGE MINIMUM
CA2709	Special Education Teacher Supervisor	INTERNAL RELATIONSHIP
CA2653	Special Education Teaching Assistant	RANGE MINIMUM
CA2687	Special Education Teaching Assistant Supervisor	INTERNAL RELATIONSHIP
CO0627	Speech Therapist	MARKET
CJ2597	Stable Master	INTERNAL RELATIONSHIP
CA2657	Staff Social Case Worker	INTERNAL RELATIONSHIP
CA2674	Staff Special Education Teacher	INTERNAL RELATIONSHIP
CJ2710	Superintendent of Radio Communications	INTERNAL RELATIONSHIP
CO2722	Technical Physician	MARKET
CA2688	Therapist Master's Level	INTERNAL RELATIONSHIP
CA2702	Therapist Supervisor	INTERNAL RELATIONSHIP
CJ2607	Trades Apprentice	INTERNAL RELATIONSHIP
CJ2677	Trades Inspector	INTERNAL RELATIONSHIP

CJ2608	Traffic Signal Technician 1	INTERNAL RELATIONSHIP
CJ2609	Traffic Signal Technician 2	RANGE MINIMUM
CJ2610	Traffic Signal Technician 3	INTERNAL RELATIONSHIP
CJ2611	Traffic Signal Technician Supervisor	INTERNAL RELATIONSHIP
CJ2612	Tree Trimmer	RANGE MINIMUM
CJ2613	Turf Equipment Mechanic	RANGE MINIMUM
CJ2614	Turf Equipment Mechanic Supervisor	INTERNAL RELATIONSHIP
CO1599	Unit Charge Nurse	INTERNAL RELATIONSHIP
CA2459	Utilization Management Coordinator	INTERNAL RELATIONSHIP
CO2649	Veterinary Technician	INTERNAL RELATIONSHIP
CA2671	Victim Specialist	INTERNAL RELATIONSHIP
TJ2621	Vocational Mechanic Trainee	INTERNAL RELATIONSHIP
CO2404	Workers Comp Registered Nurse	INTERNAL RELATIONSHIP
CA2670	Youth Counselor	INTERNAL RELATIONSHIP
CA2696	Youth Counselor Supervisor	INTERNAL RELATIONSHIP
CA2651	Youth Worker	INTERNAL RELATIONSHIP
CO2713	Zoo Veterinarian	RANGE MINIMUM
CO2714	Zoo Veterinarian Hrly	RANGE MINIMUM
CO2672	Zoo Veterinary Tech	INTERNAL RELATIONSHIP