

**POSTING IS REQUIRED**

**Classification Notice No. 1408**

To: Agency Heads and Employees  
From: Nita Mosby Henry, Office of Human Resources Executive Director  
Date: March 20, 2014  
Subject: Pay Survey 2014 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 2014 Pay Survey recommendations shall be consistent with ordinance provisions.

The proposed changes shall be posted on the appropriate bulletin boards, on the OHR 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 2014 Pay Survey recommendations on **Thursday, April 3, 2014, 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 **12:00 p.m. on April 2, 2014** to schedule a presentation.

# Pay Survey 2014

The Office of Human Resources (OHR) 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.

## **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, OHR recommends a structure increase, or "slide," for the occupational group. If the City's rates are above the market, OHR 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 2014 Pay Survey will be effective on July 1, 2014 in accordance with DRMC.

## **Individual Pay Grade Adjustments**

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 adjusted to a higher pay grade as a result of a Pay Survey recommendation. The pay increase is equal to 4.55% for each pay grade bump upwards. Pay grade adjustments recommended in the 2014 Pay Survey will be effective on January 1, 2015 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 3, 2014 at 5:00 p.m.

*If you have any questions about the 2014 Pay Survey results, merit increases, the Occupational Group Consolidation Initiative, or want to schedule a briefing by the OHR staff, you can contact Blair Malloy at 720-913-5631, Meredith Creme at 720-913-5722, or Melissa Fisher at 720-913-5663.*

## **Occupational Group Adjustments Effective July 1, 2014**

<b>Occupational Group</b>		<b>Proposed Average Occupational Group Adjustment</b>
A	Professional	1.05%
C	Clerical	0.99%
E	Engineering & Science	1.25%
I	Information Technology	2.43%
J	Maintenance & Operations	0.98%
L	Legal	0.56%
N	Enforcement, Compliance, & Protective Service	0.00%
O	Healthcare	2.90%
V	Fiscal	2.16%

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## Classifications Recommended for a Pay Grade Adjustment Effective January 1, 2015

Classification	Job Code	From	To
<b>E -- Engineering &amp; Science</b>			
Chemist	CE0377	810-E	812-E
Materials Lab Administrator	CE2408	813-E	815-E
Wastewater Quality Control Manager	CE1680	813-E	815-E
<b>I – Information Technology</b>			
Information Security Manager	CI1870	816-I	817-I
Information Security Specialist	CI2796	814-I	815-I
<b>J – Maintenance &amp; Operations</b>			
Correctional Institution Food Manager	CJ2507	807-J	810-J
Food Production Supervisor	CJ2524	802-J	805-J
Institution Food Steward	CJ2542	613-J	617-J
Institution Food Steward Supervisor	CJ2543	616-J	620-J
<b>O – Healthcare</b>			
Medical Records Coder	CO2663	610-O	613-O
Nurse Practitioner	CO0590	812-O	813-O
Physical Therapist	CO0602	808-O	809-O
Recreational Therapist	CO0612	808-O	809-O
Senior Occupational Therapist	CO0618	807-O	809-O
Senior Physical Therapist	CO0619	811-O	812-O
Senior Speech Therapist	CO0623	807-O	809-O
Speech Therapist	CO0627	806-O	808-O
<b>V – Fiscal</b>			
Appraisal Data Collector	CV2348	608-V	611-V
Assessment Information Technician	CV2360	612-V	613-V
Associate Real Property Appraiser	CV1830	806-V	807-V
Real Property Appraiser Specialist	CV2007	810-V	811-V
Real Property Appraiser Supervisor	CV2008	811-V	813-V
Senior Real Property Appraiser	CV2036	808-V	809-V
Staff Real Property Appraiser	CV2055	614-V	616-V

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### Steps to Determine Recommended Pay Range for Each Classification

The City's pay ranges divided into four segments, called quartiles. Quartiles are used to determine an employee's position within a pay range. 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 their pay check stub.

1. Locate your classification title in the alphabetical listing on pages 4 through 11.
2. 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.
3. Proceed to the tables on pages 12 through 16 to locate the pay table that corresponds with your occupational group.
4. Locate the pay grade within the table.

Job Title	Pay Grade
311 Analyst/Trainer	809-A
311 Customer Service Agent	613-C
311 Customer Service Specialist	614-C
311 Operations Assistant	613-A
911 Systems Administrator I	625-I
911 Systems Administrator II	814-I
Accounting Assistant I	612-V
Accounting Assistant II	613-V
Accounting Supervisor	811-V
Accounting Technician	613-V
Activities Leader - Certified	123-Z
Activities Leader - Non-Certified	118-Z
Addictions Counselor, Level II	610-O
Addictions Counselor, Level III	612-O
Administrative Assistant	804-A
Administrative Assistant Mayor	812-A
Administrative Officer	814-A
Administrative Support Assistant I	605-C
Administrative Support Assistant II	608-C
Administrative Support Assistant III	610-C
Administrative Support Assistant IV	613-C
Administrative Support Assistant V	614-C
Administrator I	810-A
Administrator I	812-V
Administrator I	815-I
Administrator II	813-A
Administrator II	814-V
Administrator II	817-I
Administrator III	815-A
Administrator III	816-V
Administrator III	819-I
Advanced Lifeguard	113-Z
Advanced Physician	823-O
Advanced Poison Information Specialist	809-O
Advanced Registered Nurse	809-O
Advanced Technical Physician	825-O
Agency Human Resources Director	813-A
Agency Trainer	807-A
Agency Training Supervisor	809-A
Airport Operations Officer - Airfield and Ramp Tower	621-A
Airport Operations Supervisor	812-A
Americans with Disabilities Act Compliance Officer	809-A
Anesthesia Technician	605-O
Animal Care Attendant	607-J
Animal Care Supervisor	801-O
Animal Control Investigation Supervisor	807-N
Animal Control Investigator I	613-N
Animal Control Investigator II	615-N
Appellate Legal Research Assistant	625-L
Application Architect I	815-I
Application Architect II	816-I
Appraisal Data Collector	608-V
Aquatics Coordinator	617-A
Arboreal Inspector	619-N
Arborist	809-N
Arborist Technician I	614-J
Arborist Technician II	616-J

Job Title	Pay Grade
Architect	813-E
Art Museum Marketing And Public Relations Representative	805-A
Asphalt Plant Operator	616-J
Assessment Hearings Officer	821-L
Assessment Information Technician	612-V
Assistant Chief Paramedic	813-O
Assistant City Attorney - Associate	815-L
Assistant City Attorney - Division Director	823-L
Assistant City Attorney - Entry	813-L
Assistant City Attorney - Section Supervisor	822-L
Assistant City Attorney - Senior	820-L
Assistant City Attorney - Specialist	821-L
Assistant Director of Museum Security and Safety	612-N
Assistant Director of Parks	812-A
Assistant Director Telecommunications	810-A
Assistant District Attorney	824-L
Assistant Golf Course Superintendent	618-J
Assistant Golf Professional	803-A
Associate Accountant	806-V
Associate Administrator	810-A
Associate Agency Budget Analyst	807-V
Associate Buyer	808-A
Associate City Inspector	617-N
Associate City Planner	811-E
Associate Closed Circuit Television Technician	614-J
Associate Data Architect	813-I
Associate Deputy District Attorney	815-L
Associate Development Project Coordinator	810-E
Associate Director of Physician Services	826-O
Associate Director of Technical Physician Services	828-O
Associate Enterprise Resource Planning Developer	812-I
Associate Enterprise Resource Planning Systems Analyst	812-I
Associate Financial Management Analyst	808-V
Associate Heavy Equipment Mechanic	616-J
Associate Human Resources Professional	807-A
Associate Information Technology Developer	811-I
Associate Information Technology Systems Administrator	811-I
Associate Information Technology Systems Analyst	811-I
Associate Information Technology Technician	617-I
Associate Parks Landscape Planner	810-E
Associate Plans Review Technician	622-E
Associate Probation Officer	620-N
Associate Real Property Appraiser	806-V
Associate Statistical Researcher	807-A
Associate Surveying Technician	620-E
Attorney Intern	406-L
Automotive Body Repair Supervisor	810-J
Automotive Service Center Supervisor	810-J
Automotive Service Technician	612-J
Aviation Customer Service Agent	613-C

Job Title	Pay Grade
Aviation Customer Service Manager	809-C
Aviation Customer Service Supervisor	807-C
Aviation Electrical Superintendent	813-J
Aviation Electrical/Electronic Support Engineer	813-E
Aviation Emergency Dispatcher	615-A
Aviation Land Administrator	810-A
Aviation Noise Abatement Officer	626-E
Aviation Noise Abatement Supervisor	815-E
Aviation Operations Representative	615-A
Aviation Operations Representative Supervisor	807-A
Aviation Painting Supervisor	809-J
Aviation Planning Administrator	816-E
Aviation Security Agent	613-C
Aviation Security Technician	613-A
Behavioral Health Technician	605-O
Bibliographic Technician	610-C
Boating Ranger	323-Y
Body Repair Worker	618-J
Booking Coordinator	807-A
Booking Specialist	809-A
Branch Manager	808-A
Building and Grounds Supervisor	804-J
Building Engineer	620-J
Business Development Associate I	614-A
Business Development Associate II	806-A
Business Development Representative I	808-A
Business Development Representative II	810-A
Business Development Supervisor	808-A
Business License Inspector	615-N
Buyer Supervisor	813-A
Cardiopulmonary Technologist	618-O
Carpenter	617-J
Case Management Coordinator I	611-A
Case Management Coordinator II	612-A
Case Management Coordinator III	613-A
Case Management Supervisor I	807-A
Case Management Supervisor II	808-A
Catalog Librarian	805-A
Cataloging Assistant	612-A
Cement Finisher	617-J
Central Supply Lead Technician	607-J
Central Supply Supervisor	804-J
Central Supply Technician	610-J
Certified Public Accountant I	616-V
Certified Public Accountant II	808-V
Certified Public Accountant III	811-V
Certified Public Accountant IV	813-V
Certified Sterile Processing Technician	610-J
Chemist	810-E
Chief Combination Inspector	812-J
Chief Deputy District Attorney	822-L
Chief Inspector	809-N
Chief Medical Examiner/Coroner	827-O
Chief Paramedic	815-O
Chief Trades Inspector	810-J
Child Support Assistant	613-C
Child Support Enforcement Technician	616-L

Job Title	Pay Grade
Children's Librarian	805-A
City Controller	819-V
City Council Aide I	804-A
City Council Aide II	805-A
City Council Aide III	810-A
City Council Clerk	808-A
City Council Legislative Analyst	812-A
City Engineer	824-E
City Forester	813-A
City Inspector	615-N
City Librarian	819-A
City Surveyor	817-E
Civil And Criminal Investigator	620-L
Claims Adjuster I	614-A
Claims Adjuster II	806-A
Clinical Care Associate	608-O
Clinical Care Technician	605-O
Clinical Nurse Educator	810-O
Clinical Nurse Specialist	812-O
Clinical Social Work Team Leader	807-O
Collection Specialist	807-A
Collections Investigator	616-N
Combination Inspector I	622-J
Combination Inspector II	624-J
Community Development Associate	806-A
Community Development Representative I	808-A
Community Development Representative II	810-A
Community Relations Consultant	807-A
Community Relations Ombudsman	807-A
Computer Aided Drafting Technician	620-E
Computer Operator	613-I
Concession And Asset Supervisor	811-A
Construction And Maintenance Supervisor	810-J
Construction Inspector	621-J
Contact Center Director	813-A
Contact Center Operations Manager	809-A
Content Developer	807-A
Contract Administration Supervisor	810-A
Contract Administrator	808-A
Contract Compliance Coordinator	806-A
Contract Compliance Supervisor	808-A
Contract Compliance Technician	614-A
Cook	605-J
Cooperative Education Trainee	402-C
Copy Center Operator	611-C
Coroner's Investigator	623-N
Correctional Institution Food Manager	807-J
Cost Estimator Analyst	809-A
County Court Magistrate	816-L
County Court Marshal	619-N
County Court Marshal Supervisor	809-N
County Court Parking Magistrate	619-L
Court Division Supervisor	810-A
Court Interpreter	619-A
Crew Supervisor	620-J
Crime Scene Investigator I	618-E
Crime Scene Investigator II	621-E
Crime Scene Supervisor	627-E
Criminal Justice Transcriptionist	614-C

Job Title	Pay Grade
Critical Care Respiratory Specialist	807-O
Custodial Services Supervisor	803-J
Custodial Supervisor	801-J
Custodial Trainee	403-J
Custodian	606-J
Cytotechnologist	808-O
Data Team Administrator	809-I
Database Administrator	813-I
Database Administrator I	622-I
Database Administrator II	812-I
Database Administrator III	814-I
Dental Assistant	604-O
Dentist	807-O
Deputy City Attorney	824-L
Deputy Director Emergency Preparedness	809-A
Deputy District Attorney	813-L
Deputy Executive Director of Aviation	823-A
Deputy Manager of Aviation	821-A
Deputy Manager of General Service for Theatres and Arenas	815-A
Deputy Manager Parks And Recreation	817-A
Deputy Monitor	810-A
Deputy Public Trustee	808-A
Development and Planning Supervisor	815-E
DHS Customer Service Agent	613-C
DIA Stationary Engineer	621-J
Diagnostic Imaging Supervisor	810-O
Diagnostic Imaging Technologist	619-O
Digital Imaging Technician	613-A
Director	816-A
Director	819-E
Director of Airport Planning and Noise	819-E
Director of Airside Operations	816-A
Director of Aviation Operations	816-A
Director of Aviation Security	816-A
Director of Community Relations	812-A
Director of Emergency Communication Center	817-A
Director of Employee Assistance	813-A
Director of Environmental Programs	819-E
Director of Facilities Management	816-A
Director of Fleet Maintenance	816-A
Director of Golf	816-A
Director of IT Customer Relationships	820-I
Director of Natural Resources	815-A
Director of Parks	816-A
Director of Purchasing	816-A
Director of Recreation	814-A
Director of Solid Waste	817-A
Director of Street Maintenance	817-A
Director of the Denver Office Economic Development	820-A
Director of Traffic Operations	817-A
Director Special Programs	813-A
Diversion Officer Supervisor	810-N
Diversion/Criminal Justice Officer	620-N
Economic Crime Specialist	612-N
Economic Development Specialist - Business Development	808-V

Job Title	Pay Grade
Economic Development Supervisor	810-A
Education Program Assistant	615-A
Education Program Coordinator	806-A
Election Equipment and Supply Technician	616-J
Elections Division Assistant	617-A
Elections Support Assistant	613-C
Electrical Inspector	621-J
Electrical Maintenance Worker	616-J
Electrical Supervisor	810-J
Electrician	621-J
Electronic Monitoring Probation Officer	621-N
Electronic Monitoring Probation Officer - Lead	622-N
Electronic Systems Technician	621-J
Electronics Technician Supervisor	810-J
Emergency Communications Operator	616-N
Emergency Management Coordinator	808-A
Emergency Service Patrol Team Leader	610-O
Emergency Service Technician	609-O
Employee Assistant Counselor	806-A
Engineer	813-E
Engineer/Architect Director	821-E
Engineer/Architect Executive	823-E
Engineer/Architect Manager	819-E
Engineer/Architect Specialist	817-E
Engineer/Architect Supervisor	817-E
Engineering Associate	619-E
Entertainment Production Coordinator	808-A
Environmental Public Health Analyst I	621-E
Environmental Public Health Analyst II	812-E
Environmental Public Health Investigator I	618-E
Environmental Public Health Investigator II	809-E
Environmental Public Health Investigator III	810-E
Environmental Public Health Manager	815-E
Environmental Public Health Program Administrative	813-E
Environmental Public Health Program Supervisor	812-E
Equipment Operator	613-J
Equipment Operator Specialist	614-J
ERP Applications Administrator I	812-I
ERP Applications Administrator II	814-I
Events Coordinator	804-A
Executive	819-A
Executive	824-I
Executive Assistant I	615-A
Executive Assistant II	616-A
Executive Assistant III	617-A
Executive Assistant To The Mayor	807-A
Executive Director	818-A
Executive Director - City Council Staff	816-A
Executive Director - Civil Service Commission	814-A
Executive Director of Human Resources	821-A
Executive Manager	817-A
Executive Manager	818-V
Executive Manager	820-E
Executive Manager	822-I
Executive Officer	816-A

Job Title	Pay Grade
Executive Secretary Mayor	805-A
Exhibition Designer	616-A
Facilities Superintendent	813-J
Facility Maintenance Technician	616-J
Field Superintendent	813-J
Financial Director	817-V
Financial Executive	819-V
Financial Management Specialist	812-V
Financial Manager	815-V
Fingerprint Identification Clerk	612-N
Fingerprint Technician	615-N
Fire Protection Engineer	816-E
Fire Protection Supervisor	817-E
Fitness Instructor - Certified	123-Z
Fitness Instructor - Non Certified	118-Z
Fleet Maintenance Support Engineer	813-E
Food Production Supervisor	802-J
Food Service Worker	602-J
Forensic Autopsy Technician	617-E
Forensic Autopsy Technician Supervisor	808-E
Forensic Laboratory Technician	617-E
Forensic Pathologist	823-O
Forensic Pathology Fellow	410-O
Forensic Quality Assurance Specialist	810-A
Forensic Scientist I	809-E
Forensic Scientist II	812-E
Forensic Scientist Supervisor	815-E
Gardening Technician	610-J
Geographic Information Systems Analyst	619-I
Geographic Information Systems Data Administrator	813-I
Geographic Information Systems Photogrammetry Administrator	813-I
Geographic Information Systems Technician	614-I
Glazier	617-J
Golf Course Operator	617-J
Golf Course Superintendent	812-J
Golf Professional	807-A
Golf Starter and Ranger	310-Y
Golf/Pro Shop Assistant	600-C
Graphic Designer	805-A
Graphics Supervisor	807-A
Graphics Technician	614-A
Health Care Technician	606-O
Hearings Officer	821-L
Heating, Ventilating, and Air Conditioning (HVAC) Mechanic	619-J
Heating, Ventilating, and Air Conditioning (HVAC) Supervisor	810-J
Heavy Equipment Mechanic	618-J
Heavy Equipment Mechanic Line Supervisor	810-J
Heavy Equipment Operator	616-J
Heavy Equipment Service Technician	613-J
Helicopter Mechanic	621-J
Horticultural Worker	612-J
Hospital Housekeeping Manager	805-J
Hospital Switchboard Operator	606-C
Hotline Operator	613-C
Human Resources Manager	814-A

Job Title	Pay Grade
Human Resources Specialist	811-A
Human Resources Supervisor	812-A
Human Resources Support Technician	614-A
Human Resources Technician	615-A
Human Resources Technician Supervisor	808-A
Human Service Advocate	610-A
Human Service Supervisor	803-A
Imaging Operations Supervisor	811-O
Information Display Technician	619-J
Information Security Manager	816-I
Information Security Specialist	814-I
Information Technology Communications Technician	624-I
Information Technology Director	820-I
Information Technology Executive	822-I
Information Technology Manager	816-I
Information Technology Project Manager	814-I
Information Technology Systems Architect	816-I
Information Technology Technical Writer	811-I
Information Technology Technician Supervisor	812-I
Institution Food Steward	613-J
Institution Food Steward Supervisor	616-J
Internal Audit Supervisor	813-V
Interpreter Coordinator	808-A
Investigations Technician	620-L
Investigative Legal Research Assistant	624-L
Investigator Supervisor	812-N
IT Program Manager	817-I
IT Project Manager I	811-I
IT Project Manager II	813-I
IT Project Manager III	815-I
Judicial Assistant I	613-C
Judicial Assistant II	615-C
Judicial Assistant III	617-C
Judicial Assistant IV	619-L
Laboratory Technician	610-O
Land Surveyor	812-E
Land Surveyor Supervisor	814-E
Landscape Architect Supervisor	815-E
Landside Service Agent I	612-N
Landside Service Agent II	616-N
Landside Service Supervisor	807-N
Laundry Supervisor	608-J
Laundry Worker	603-J
Lead Addictions Counselor	615-O
Lead Building Engineer	621-J
Lead Case Management Coordinator	613-A
Lead Custodian	607-J
Lead Customer Service Agent	615-C
Lead Elections Support Assistant	614-C
Lead Emergency Communications Operator	617-N
Lead Fingerprint Technician	616-N
Lead Heavy Equipment Mechanic	619-J
Lead Information Technology Technician	620-I
Lead Internal Auditor	811-V
Lead Park Ranger	621-N
Lead Payroll Associate	808-V
Lead Pharmacist	816-O

Job Title	Pay Grade
Lead Property & Evidence Technician	615-N
Lead Radiographic Support Technician	606-O
Lead Social Case Worker	807-A
Lead Tax Auditor	811-V
Lead Team Decision Making Coordinator	808-A
Lead Utilization Management Coordinator	808-A
Legal Administrator	813-A
Legal Secretary	617-C
Legislative Assistant	807-A
Library Director	816-A
Library Manager	814-A
Library Program Associate	615-A
Licensed Practical Nurse	611-O
Licensed Therapist Masters Level	807-A
Licensing Technician	615-C
Lifeguard	111-Z
Loan and Grant Processor	615-V
Locksmith	616-J
Maintenance Assistant	608-J
Maintenance Control Supervisor	808-A
Maintenance Control Technician	615-A
Maintenance Liaison	615-A
Maintenance Technician	613-J
Mammography Technologist	621-O
Management Analyst - Office of Independent Monitor	809-A
Management Analyst I	615-A
Management Analyst II	807-A
Management Analyst III	809-A
Management Analyst IV	812-A
Management Analyst Supervisor	812-A
Manager	814-A
Manager	817-E
Manager of Air Service Development	815-A
Manager of Airside Operations	814-A
Manager of Aviation Security	814-A
Manager of Publication	809-A
Marketing/Communications Manager	814-A
Marketing/Communications Professional I	615-A
Marketing/Communications Professional II	808-A
Marketing/Communications Specialist	811-A
Master Trades Worker	622-J
Materials Laboratory Administrator	813-E
Materials Tester	619-E
Mayor's Youth Worker	402-A
Mechanic Line Supervisor	810-J
Mechanical Inspector	621-J
Medical Imaging Manager	813-O
Medical Office Assistant	607-O
Medical Only Claims Adjuster	612-A
Medical Records Coder	610-O
Medical Services Representative	606-O
Medical Technologist	808-O
Medical Technologist Section Supervisor	810-O
Medical Technologist Unit Supervisor	809-O
Medical Transcriptionist	612-C
Modified Duty Coordinator	614-A
Monitor	818-A
Motor Vehicle Supervisor	806-C

Job Title	Pay Grade
Motor Vehicle Technician I	614-C
Motor Vehicle Technician II	615-C
Motor Vehicle Technician III	616-C
Multiple Trades Supervisor	810-J
Museum Collection Assistant	613-C
Museum Curatorial Assistant	611-C
Museum Dock Officer	609-N
Museum Security Officer	608-N
National Crime Information Center Agent	615-N
Network Administrator I	622-I
Network Administrator II	812-I
Network Engineer	814-I
Nuclear Medicine Technologist	622-O
Nurse Practitioner	812-O
Nursing Administrator	811-O
Nursing Aide	605-O
Nursing Clinical Coordinator	810-O
Nursing Operations Manager	815-O
Nursing Program Manager	812-O
Nutritionist	804-O
Office Occupations Trainee	402-C
Operational Supervisor I	808-A
Operational Supervisor I	808-V
Operational Supervisor II	810-A
Operations Assistant	613-A
Operations Coordinator	808-A
Operations Supervisor	810-J
Outreach Case Coordinator	613-A
Outreach Case Coordinator Supervisor	807-A
Outreach Librarian	806-A
Outreach Specialist	807-A
Painter	616-J
Paralegal I	618-L
Paralegal II	620-L
Paralegal III	623-L
Paramedic	618-O
Paramedic Dispatch Supervisor	623-N
Paramedic Dispatcher	620-N
Paramedic Field Supervisor	809-O
Paramedic Fleet Supervisor	810-O
Paramedic Operations Supervisor	810-O
Park Horticulturist	613-J
Park Seasonal Laborer	225-Y
Parking Meter Collector	610-J
Parking/Speeding Enforcement Supervisor	808-N
Parks and Recreation Ranger	614-N
Parks Intern I	405-J
Parks Intern II	407-J
Parks Intern III	409-J
Payroll Accountant	809-V
Payroll Associate	615-V
Payroll Supervisor	811-V
Permit Supervisor	808-E
Personal Property Analyst I	612-V
Personal Property Analyst II	614-V
Personal Property Analyst III	616-V
Pharmacist	815-O
Pharmacy Technician	606-O
Photo Enforcement Agent	615-N

Job Title	Pay Grade
Physical Therapist	808-O
Physician	821-O
Plans Review Engineer	816-E
Plans Review Supervisor	813-E
Plans Review Technician	620-E
Plumber	620-J
Plumbing Inspector	621-J
Plumbing Supervisor	810-J
Police Dispatcher	620-N
Police Fleet Technician	617-J
Police Lead Dispatcher	621-N
Police Photographic Specialist	615-A
Pool Coordinator	607-C
Pool Maintenance Technician	616-J
Pool Supervisor	117-Z
Power Shovel Operator	617-J
Press Operator	611-C
Principal City Planner	815-E
Principal Project Manager	821-E
Probation Officer Supervisor	812-N
Professional Occupations Intern I	404-A
Professional Occupations Intern II	406-A
Professional Occupations Intern III	408-A
Program Administrator	808-A
Program Coordinator	806-A
Program Manager	811-A
Program Quality Assurance Technician	615-N
Project Inspector	811-E
Project Manager I	811-A
Project Manager I	812-V
Project Manager I	813-E
Project Manager II	813-A
Project Manager II	814-V
Project Manager II	815-E
Property and Evidence Technician	614-N
Psychologist	811-O
Psychologist Candidate for Licensure	807-O
Psychologist Supervisor	813-O
Psychology Intern	407-O
Purchasing Manager	814-A
Purchasing Technician	616-A
Quality Improvement Nurse	808-O
Radiographic Support Technician	605-O
Ramp Tower Supervisor	810-A
Real Estate Agent	809-A
Real Property Appraiser Specialist	810-V
Real Property Appraiser Supervisor	811-V
Real Property Appraiser Technician	613-V
Recreation Aide	212-Y
Recreation Coordinator	617-A
Recreation Facility Assistant	219-Y
Recreation Instructor	607-A
Recreation Manager	812-A
Recreation Supervisor	808-A
Recreation Trainee	403-A
Recreational Therapist	808-O
Reference Librarian	805-A
Registered Nurse	808-O
Research Supervisor	812-A

Job Title	Pay Grade
Right-of-Way Enforcement Agent I	615-N
Right-of-Way Enforcement Agent II	617-N
Risk Analyst	808-V
Safety and Industrial Hygiene Administrator	810-A
Safety and Industrial Hygiene Professional I	617-A
Safety and Industrial Hygiene Professional II	808-A
Safety and Industrial Hygiene Supervisor	811-A
Section Manager of Aviation Operations	814-A
Security Officer	609-N
Security Specialist	613-N
Security Supervisor	803-N
Selection Librarian	805-A
Senior Accountant	808-V
Senior Agency Budget Analyst	809-V
Senior Arboreal Inspector	621-N
Senior Architect	816-E
Senior Aviation Security Agent	614-C
Senior Biomedical Equipment Technician	622-J
Senior Branch Librarian	807-A
Senior Buyer	810-A
Senior Catalog Librarian	807-A
Senior Chief Deputy District Attorney	823-L
Senior City Inspector	619-N
Senior City Planner	813-E
Senior Clinical Care Associate	610-O
Senior Clinical Social Worker	805-O
Senior Closed Circuit Television Technician	618-J
Senior Cost Estimator Analyst	811-A
Senior Criminal/Civil Investigator	624-L
Senior Data Architect	815-I
Senior Deputy District Attorney	820-L
Senior Deputy Monitor	815-A
Senior Development Project Coordinator	812-E
Senior Director of Aviation Infrastructure Management	818-A
Senior Engineer	816-E
Senior Engineer/Architect Manager	820-E
Senior Engineering Associate	811-E
Senior Enterprise Resource Planning Developer	814-I
Senior Enterprise Resource Planning Systems Analyst	814-I
Senior Environmental Public Health Program Administrator	814-E
Senior Equipment Repair Technician	616-J
Senior Exhibition Designer	807-A
Senior Financial Management Analyst	810-V
Senior Geographic Information System Analyst	809-I
Senior Human Resources Professional	809-A
Senior Information Technology Developer	813-I
Senior Information Technology Manager	818-I
Senior Information Technology Systems Administrator	813-I
Senior Information Technology Systems Analyst	813-I
Senior Information Technology Technician	619-I
Senior Internal Auditor	810-V
Senior Laboratory Technician	613-O

Job Title	Pay Grade
Senior Landscape Architect	813-E
Senior Occupational Therapist	807-O
Senior Payroll Associate	807-V
Senior Physical Therapist	811-O
Senior Physician	825-O
Senior Plans Review Technician	625-E
Senior Police Fleet Technician	618-J
Senior Probation Officer	623-N
Senior Project Inspector	812-E
Senior Public Works Director	819-A
Senior Quality Improvement Nurse	810-O
Senior Real Estate Agent	811-A
Senior Real Property Appraiser	808-V
Senior Recreation Supervisor	810-A
Senior Reference Librarian	807-A
Senior Registered Nurse	810-O
Senior Respiratory Therapist	616-O
Senior Social Case Worker	806-A
Senior Special Collection Librarian	809-A
Senior Speech Therapist	807-O
Senior Statistical Researcher	809-A
Senior Surveying Technician	622-E
Senior Tax Auditor	810-V
Senior Technical Physician	827-O
Senior Television and Video Producer	812-A
Senior Transcriptionist	617-C
Senior Transportation Worker	608-J
Senior Utility Worker	612-J
Senior Workforce Development Advisor	808-A
Shelter Veterinarian	812-O
Shelver	601-C
Sign Language Interpreter	619-A
Social Case Worker	805-A
Social Case Worker Supervisor	810-A
Social Worker Intern	405-A
Special Collection Librarian	807-A
Special Education Teacher	808-A
Special Education Teacher Supervisor	810-A
Special Education Teaching Assistant	611-A
Special Education Teaching Assistant Supervisor	804-A
Special Events Coordinator	808-A
Speech Therapist	806-O
Sports Official I - Non Certified	118-Z
Sports Official II - Certified	123-Z
Stable Master	613-J
Staff Accountant	616-V
Staff Agency Budget Analyst	616-V
Staff Architectural Associate	810-E
Staff Assistant	805-A
Staff Buyer	616-A
Staff Closed Circuit Television Technician	612-J
Staff Community Development Associate	614-A
Staff Data Architect	624-I
Staff Engineer	810-E
Staff Enterprise Resource Planning Developer	622-I
Staff Enterprise Resource Planning Systems Analyst	622-I

Job Title	Pay Grade
Staff Financial Management Analyst	618-V
Staff Human Resources Professional	615-A
Staff Information Technology Developer	621-I
Staff Information Technology Systems Administrator	621-I
Staff Information Technology Systems Analyst	621-I
Staff Information Technology Technician	614-I
Staff Internal Auditor	619-V
Staff Land Surveyor	810-E
Staff Parks Landscape Planner	619-E
Staff Probation Officer	617-N
Staff Project Inspector	621-E
Staff Real Property Appraiser	614-V
Staff Social Case Worker	614-A
Staff Special Education Teacher	617-A
Staff Tax Auditor	619-V
Stapleton Redevelopment Programs Manager	810-A
Stockkeeper I	609-J
Stockkeeper II	614-J
Stockkeeper III	616-J
Stockroom Manager	808-J
Stockroom Supervisor	807-J
Strategic Advisor	813-A
Superintendent of Radio Communications	813-J
Supervisor of Administrative Support I	806-C
Supervisor of Administrative Support II	808-C
Surveying Associate	620-E
Surveying Technician	618-E
Systems Librarian	806-A
Tax Analyst	616-V
Tax Audit Supervisor	813-V
Tax Revenue Agent I	615-V
Tax Revenue Agent II	617-V
Tax Revenue Agent Supervisor	808-V
Tax Technician I	612-V
Tax Technician II	613-V
Team Decision Making Coordinator	807-A
Technical Director - Board of Adjustment Zoning	808-A
Technical Physician	823-O
Telecommunications Administrator	812-I
Television & Video Director/Editor	810-A
Television & Video Producer	810-A
Television & Video Production Support Technician	122-Z
Television Engineer	808-I
Television Programmer	809-A
Tenant Facility Project Supervisor	813-E
Terminal Operations Officer	621-A
Terminal Operations Supervisor	812-A
Therapist - Master's Level	805-A
Therapist Supervisor	810-A
Trades Apprentice	613-J
Trades Inspector	621-J
Traffic Operations Technician I	613-J
Traffic Operations Technician II	615-J
Traffic Signal Technician 1	616-J

<b>Job Title</b>	<b>Pay Grade</b>
Traffic Signal Technician 2	618-J
Traffic Signal Technician 3	620-J
Traffic Signal Technician Supervisor	810-J
Transportation Worker	607-J
Treasury Agent	619-V
Turf Equipment Mechanic	616-J
Turf Equipment Mechanic Supervisor	810-J
Underground Utility Investigator	614-N
Underground Utility Investigator Supervisor	806-N
Unit Charge Nurse	810-O
Urban Design Architect	813-E
Usher	310-Z
Utility Worker	610-J
Utility Worker Trainee	405-J
Utilization Management Coordinator	807-A
Vector Control Inspector	617-N
Vehicle Boot Investigator	618-N
Vehicle Impound Clerk	612-N
Veterinary Assistant	606-O
Veterinary Technician	608-O
Victim Advocate	616-A

<b>Job Title</b>	<b>Pay Grade</b>
Victim Specialist	614-A
Vocational Mechanic Trainee	410-J
Washing Machine Operator	605-J
Wastewater Data Technician	612-V
Wastewater Quality Control Manager	813-E
Wastewater Quality Control Supervisor	809-E
Wastewater Quality Technician	616-E
Wastewater Systems Data Investigator	617-N
Water Quality Investigator	619-N
Webmaster	811-I
Welder	618-J
Work Release Technician	614-A
Workers' Compensation Claims Supervisor	810-A
Workers' Compensation Registered Nurse	810-O
Youth Counselor	615-A
Youth Counselor Supervisor	807-A
Youth Worker	610-A
Zoo Area Supervisor	806-A
Zoo Commissary Worker	608-J
Zoo Veterinary Technician	613-O
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	20690	23069	25449	27828	30207
601-A	21631	24119	26606	29094	31581
602-A	22615	25216	27817	30417	33018
603-A	23644	26363	29082	31801	34520
604-A	24720	27563	30406	33248	36091
605-A	25845	28817	31790	34762	37734
606-A	27021	30129	33236	36344	39451
607-A	28250	31499	34748	37996	41245
608-A	29535	32932	36328	39725	43121
609-A	30879	34430	37981	41532	45083
610-A	32284	35997	39710	43422	47135
611-A	33753	37635	41516	45398	49279
612-A	35289	39347	43406	47464	51522
613-A	36895	41138	45381	49624	53867
614-A	38574	43010	47446	51882	56318
615-A	40329	44967	49605	54242	58880
616-A	42164	47013	51862	56710	61559
617-A	44082	49152	54221	59291	64360
618-A	46088	51388	56688	61988	67288
619-A	48185	53726	59268	64809	70350
620-A	50377	56170	61964	67757	73550
621-A	52669	58726	64783	70840	76897
622-A	55065	61398	67730	74063	80395
623-A	57570	64191	70811	77432	84052
624-A	60189	67111	74033	80954	87876

**Exempt**

PAY GRADE	Range Minimum	2nd Quartile Minimum	3rd Quartile		Range Maximum
			Minimum (Range Midpoint)	4th Quartile Minimum	
800-A	29535	33965	38396	42826	47256
801-A	31573	36309	41045	45781	50517
802-A	33752	38815	43878	48940	54003
803-A	36081	41493	46906	52318	57730
804-A	38571	44357	50143	55928	61714
805-A	41232	47417	53602	59786	65971
806-A	44077	50689	57300	63912	70523
807-A	47118	54186	61254	68321	75389
808-A	50369	57924	65480	73035	80590
809-A	53844	61921	69997	78074	86150
810-A	57559	66193	74827	83460	92094
811-A	61531	70761	79991	89220	98450
812-A	65777	75644	85510	95377	105243
813-A	70316	80864	91411	101959	112506
814-A	75168	86443	97719	108994	120269
815-A	80355	92408	104462	116515	128568
816-A	85899	98784	111669	124553	137438
817-A	91826	105600	119374	133148	146922
818-A	98162	112886	127611	142335	157059
819-A	104935	120675	136416	152156	167896
820-A	112176	129003	145829	162656	179482
821-A	119916	137904	155891	173879	191866
822-A	128190	147419	166647	185876	205104
823-A	137035	157590	178146	198701	219256
824-A	146490	168464	190437	212411	234384
825-A	156598	180088	203578	227067	250557
826-A	167403	192514	217624	242735	267845
827-A	178954	205797	232640	259483	286326
828-A	191302	219997	248693	277388	306083
829-A	204502	235177	265853	296528	327203

**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	19457	21695	23932	26170	28407
601-C	20342	22681	25021	27360	29699
602-C	21268	23714	26160	28605	31051
603-C	22236	24793	27351	29908	32465
604-C	23248	25922	28595	31269	33942
605-C	24306	27101	29897	32692	35487
606-C	25412	28335	31257	34180	37102
607-C	26568	29623	32679	35734	38789
608-C	27777	30971	34166	37360	40554
609-C	29041	32381	35721	39060	42400
610-C	30362	33854	37346	40837	44329
611-C	31743	35394	39044	42695	46345
612-C	33187	37004	40820	44637	48453
613-C	34697	38687	42678	46668	50658
614-C	36276	40448	44620	48791	52963
615-C	37927	42289	46650	51012	55373
616-C	39653	44213	48773	53333	57893
617-C	41457	46225	50992	55760	60527
618-C	43343	48328	53312	58297	63281
619-C	45315	50526	55738	60949	66160
620-C	47377	52825	58274	63722	69170
621-C	49533	55229	60926	66622	72318
622-C	51787	57743	63698	69654	75609
623-C	54143	60370	66596	72823	79049
624-C	56607	63117	69627	76136	82646

**Exempt**

PAY GRADE	Range Minimum	2nd Quartile Minimum	3rd Quartile		Range Maximum
			Minimum (Range Midpoint)	4th Quartile Minimum	
800-C	27777	31944	36110	40277	44443
801-C	29694	34148	38602	43056	47510
802-C	31743	36505	41266	46028	50789
803-C	33933	39023	44113	49203	54293
804-C	36274	41715	47156	52597	58038
805-C	38777	44594	50410	56227	62043
806-C	41453	47671	53889	60107	66325
807-C	44313	50960	57607	64254	70901
808-C	47371	54477	61583	68688	75794
809-C	50640	58236	65832	73428	81024
810-C	54134	62254	70374	78494	86614
811-C	57869	66549	75230	83910	92590
812-C	61862	71141	80421	89700	98979
813-C	66130	76050	85969	95889	105808
814-C	70693	81297	91901	102505	113109

**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	19323	21545	23768	25990	28212
601-E	20202	22525	24849	27172	29495
602-E	21121	23550	25979	28408	30837
603-E	22082	24622	27161	29701	32240
604-E	23087	25742	28397	31052	33707
605-E	24137	26913	29689	32464	35240
606-E	25235	28137	31039	33941	36843
607-E	26383	29417	32451	35485	38519
608-E	27583	30755	33927	37099	40271
609-E	28838	32154	35471	38787	42103
610-E	30150	33617	37085	40552	44019
611-E	31522	35147	38772	42397	46022
612-E	32956	36746	40536	44326	48116
613-E	34455	38417	42380	46342	50304
614-E	36023	40166	44309	48451	52594
615-E	37662	41993	46325	50656	54987
616-E	39376	43904	48433	52961	57489
617-E	41168	45902	50637	55371	60105
618-E	43041	47991	52941	57890	62840
619-E	44999	50174	55349	60524	65699
620-E	47046	52456	57867	63277	68687
621-E	49187	54844	60500	66157	71813
622-E	51425	57339	63253	69167	75081
623-E	53765	59948	66131	72314	78497
624-E	56211	62675	69140	75604	82068
625-E	58769	65528	72286	79045	85803
626-E	61443	68509	75575	82641	89707
627-E	64239	71627	79014	86402	93789
628-E	67162	74886	82610	90333	98057

**Exempt**

PAY GRADE	Range Minimum	2nd Quartile Minimum	3rd Quartile		Range Maximum
			Minimum (Range Midpoint)	4th Quartile Minimum	
800-E	27583	31721	35858	39996	44133
801-E	29486	33909	38332	42755	47178
802-E	31521	36249	40978	45706	50434
803-E	33696	38751	43805	48860	53914
804-E	36021	41424	46828	52231	57634
805-E	38506	44282	50058	55834	61610
806-E	41163	47338	53512	59687	65861
807-E	44003	50604	57204	63805	70405
808-E	47039	54095	61151	68206	75262
809-E	50285	57828	65371	72913	80456
810-E	53755	61818	69882	77945	86008
811-E	57464	66084	74703	83323	91942
812-E	61429	70643	79858	89072	98286
813-E	65668	75518	85369	95219	105069
814-E	70199	80729	91259	101788	112318
815-E	75043	86300	97556	108813	120069
816-E	80221	92254	104288	116321	128354
817-E	85756	98620	111483	124347	137210
818-E	91673	105424	119175	132926	146677
819-E	97998	112698	127398	142097	156797
820-E	104760	120474	136188	151902	167616
821-E	111988	128786	145585	162383	179181
822-E	119715	137672	155630	173587	191544
823-E	127975	147171	166368	185564	204760
824-E	136805	157326	177847	198367	218888
825-E	146245	168182	190119	212055	233992
826-E	156336	179787	203237	226688	250138
827-E	167123	192192	217260	242329	267397
828-E	178654	205452	232250	259048	285846
829-E	190981	219628	248276	276923	305570

**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	20521	22881	25241	27601	29961
601-I	21455	23922	26390	28857	31324
602-I	22431	25011	27590	30170	32749
603-I	23452	26149	28846	31543	34240
604-I	24519	27339	30159	32978	35798
605-I	25635	28583	31531	34479	37427
606-I	26801	29883	32965	36047	39129
607-I	28020	31242	34465	37687	40909
608-I	29295	32664	36033	39402	42771
609-I	30628	34150	37673	41195	44717
610-I	32022	35705	39387	43070	46752
611-I	33479	37329	41179	45029	48879
612-I	35002	39027	43053	47078	51103
613-I	36595	40804	45012	49221	53429
614-I	38260	42660	47060	51460	55860
615-I	40001	44601	49201	53801	58401
616-I	41821	46631	51440	56250	61059
617-I	43724	48752	53781	58809	63837
618-I	45713	50970	56227	61484	66741
619-I	47793	53289	58786	64282	69778
620-I	49968	55714	61461	67207	72953
621-I	52242	58250	64258	70265	76273
622-I	54619	60900	67182	73463	79744
623-I	57104	63671	70238	76805	83372
624-I	59702	66568	73434	80299	87165
625-I	62418	69596	76774	83952	91130
626-I	65258	72763	80268	87772	95277

**Exempt**

PAY GRADE	Range Minimum	2nd Quartile Minimum	3rd Quartile		Range Maximum
			Minimum (Range Midpoint)	4th Quartile Minimum	
800-I	29295	33689	38084	42478	46872
801-I	31316	36014	40711	45409	50106
802-I	33477	38499	43520	48542	53563
803-I	35787	41155	46523	51891	57259
804-I	38256	43995	49733	55472	61210
805-I	40896	47031	53165	59300	65434
806-I	43718	50276	56834	63391	69949
807-I	46735	53745	60756	67766	74776
808-I	49960	57454	64948	72442	79936
809-I	53407	61418	69429	77440	85451
810-I	57092	65656	74220	82783	91347
811-I	61031	70186	79341	88495	97650
812-I	65242	75028	84815	94601	104387
813-I	69744	80206	90667	101129	111590
814-I	74556	85740	96923	108107	119290
815-I	79700	91655	103610	115565	127520
816-I	85199	97979	110759	123538	136318
817-I	91078	104740	118402	132063	145725
818-I	97362	111966	126571	141175	155779
819-I	104080	119692	135304	150916	166528
820-I	111262	127951	144641	161330	178019
821-I	118939	136780	154621	172461	190302
822-I	127146	146218	165290	184362	203434
823-I	135919	156307	176695	197082	217470
824-I	145297	167092	188886	210681	232475

**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	19137	21338	23539	25739	27940
601-J	20008	22309	24610	26911	29212
602-J	20918	23324	25729	28135	30540
603-J	21870	24385	26900	29415	31930
604-J	22865	25495	28124	30754	33383
605-J	23905	26654	29403	32152	34901
606-J	24993	27867	30742	33616	36490
607-J	26130	29135	32140	35145	38150
608-J	27319	30461	33603	36744	39886
609-J	28562	31847	35132	38416	41701
610-J	29862	33296	36731	40165	43599
611-J	31221	34812	38402	41993	45583
612-J	32642	36396	40150	43903	47657
613-J	34127	38052	41976	45901	49825
614-J	35680	39783	43887	47990	52093
615-J	37303	41593	45883	50172	54462
616-J	39000	43485	47970	52455	56940
617-J	40775	45464	50154	54843	59532
618-J	42630	47533	52435	57338	62240
619-J	44570	49696	54821	59947	65072
620-J	46598	51957	57316	62674	68033
621-J	48718	54321	59923	65526	71128
622-J	50935	56793	62650	68508	74365
623-J	53253	59377	65501	71625	77749
624-J	55676	62079	68482	74884	81287

**Exempt**

PAY GRADE	Range Minimum	2nd Quartile Minimum	3rd Quartile		Range Maximum
			Minimum (Range Midpoint)	4th Quartile Minimum	
800-J	27319	31417	35515	39612	43710
801-J	29204	33585	37965	42346	46726
802-J	31219	35902	40585	45267	49950
803-J	33373	38379	43385	48391	53397
804-J	35676	41028	46379	51731	57082
805-J	38138	43859	49580	55300	61021
806-J	40770	46886	53001	59117	65232
807-J	43583	50121	56658	63196	69733
808-J	46590	53579	60567	67556	74544
809-J	49805	57276	64747	72217	79688
810-J	53242	61228	69215	77201	85187
811-J	56916	65454	73991	82529	91066
812-J	60843	69970	79096	88223	97349
813-J	65041	74797	84554	94310	104066
814-J	69529	79958	90388	100817	111246
815-J	74327	85476	96625	107774	118923
816-J	79456	91375	103293	115212	127130
817-J	84938	97679	110420	123160	135901
818-J	90799	104419	118039	131658	145278
819-J	97064	111624	126183	140743	155302
820-J	103761	119325	134890	150454	166018
821-J	110921	127559	144198	160836	177474
822-J	118575	136361	154148	171934	189220
823-J	126757	145771	164784	183798	202811
824-J	135503	155829	176154	196480	216805
825-J	144853	166581	188309	210037	231765
826-J	154848	178075	201303	224530	247757
827-J	165533	190363	215193	240023	264853
828-J	176955	203498	230042	256585	283128
829-J	189165	217540	245915	274289	302664

**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	19784	22059	24335	26610	28885
601-L	20684	23063	25442	27820	30199
602-L	21625	24112	26599	29086	31573
603-L	22609	25209	27809	30409	33009
604-L	23638	26356	29075	31793	34511
605-L	24714	27556	30398	33240	36082
606-L	25838	28809	31781	34752	37723
607-L	27014	30121	33227	36334	39440
608-L	28243	31491	34739	37987	41235
609-L	29528	32924	36320	39715	43111
610-L	30872	34422	37973	41523	45073
611-L	32277	35989	39701	43412	47124
612-L	33746	37627	41508	45388	49269
613-L	35281	39338	43396	47453	51510
614-L	36886	41128	45370	49612	53854
615-L	38564	42999	47434	51868	56303
616-L	40319	44956	49593	54229	58866
617-L	42154	47002	51850	56697	61545
618-L	44072	49140	54209	59277	64345
619-L	46077	51376	56675	61973	67272
620-L	48174	53714	59254	64794	70334
621-L	50366	56158	61950	67742	73534
622-L	52658	58714	64770	70825	76881
623-L	55054	61385	67717	74048	80379
624-L	57559	64178	70798	77417	84036
625-L	60178	67099	74019	80940	87860

**Exempt**

PAY GRADE	Range Minimum	2nd Quartile Minimum	3rd Quartile		Range Maximum
			Minimum (Range Midpoint)	4th Quartile Minimum	
800-L	28243	32480	36716	40953	45189
801-L	30192	34721	39250	43778	48307
802-L	32275	37116	41958	46799	51640
803-L	34502	39677	44853	50028	55203
804-L	36883	42416	47948	53481	59013
805-L	39428	45342	51257	57171	63085
806-L	42149	48471	54794	61116	67438
807-L	45057	51816	58574	65333	72091
808-L	48166	55391	62616	69841	77066
809-L	51489	59212	66936	74659	82382
810-L	55042	63298	71555	79811	88067
811-L	58840	67666	76492	85318	94144
812-L	62900	72335	81770	91205	100640
813-L	67240	77326	87412	97498	107584
814-L	71880	82662	93444	104226	115008
815-L	76840	88366	99892	111418	122944
816-L	82142	94463	106785	119106	131427
817-L	87810	100982	114153	127325	140496
818-L	93869	107949	122030	136110	150190
819-L	100346	115398	130450	145502	160554
820-L	107270	123361	139451	155542	171632
821-L	114672	131873	149074	166274	183475
822-L	122584	140972	159359	177747	196134
823-L	131042	150698	170355	190011	209667
824-L	140084	161097	182109	203122	224134
825-L	149750	172213	194675	217138	239600
826-L	160083	184096	208108	232121	256133
827-L	171129	196798	222468	248137	273806
828-L	182937	210378	237818	265259	292699
829-L	195560	224894	254228	283562	312896

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

**Non-Exempt**

PAY GRADE	Range Minimum	2nd Quartile Minimum	3rd Quartile		Range Maximum
			Minimum (Range Midpoint)	4th Quartile Minimum	
600-N	19509	21753	23996	26240	28483
601-N	20397	22743	25089	27434	29780
602-N	21325	23778	26230	28683	31135
603-N	22295	24859	27423	29987	32551
604-N	23309	25990	28670	31351	34031
605-N	24370	27173	29975	32778	35580
606-N	25479	28409	31339	34269	37199
607-N	26638	29701	32765	35828	38891
608-N	27850	31053	34256	37458	40661
609-N	29117	32466	35814	39163	42511
610-N	30442	33943	37444	40944	44445
611-N	31827	35487	39147	42807	46467
612-N	33275	37102	40929	44755	48582
613-N	34789	38790	42791	46791	50792
614-N	36372	40555	44738	48920	53103
615-N	38027	42400	46773	51146	55519
616-N	39757	44329	48901	53473	58045
617-N	41566	46346	51126	55906	60686
618-N	43457	48455	53452	58450	63447
619-N	45434	50659	55884	61109	66334
620-N	47501	52964	58426	63889	69351
621-N	49662	55373	61085	66796	72507
622-N	51922	57893	63864	69835	75806
623-N	54284	60527	66770	73012	79255
624-N	56754	63281	69808	76334	82861

**Exempt**

PAY GRADE	Range Minimum	2nd Quartile Minimum	3rd Quartile		Range Maximum
			Minimum (Range Midpoint)	4th Quartile Minimum	
800-N	27850	32028	36205	40383	44560
801-N	29772	34238	38704	43169	47635
802-N	31826	36600	41374	46148	50922
803-N	34022	39125	44229	49332	54435
804-N	36370	41826	47281	52737	58192
805-N	38880	44712	50544	56376	62208
806-N	41563	47798	54032	60267	66501
807-N	44431	51096	57761	64425	71090
808-N	47497	54622	61746	68871	75995
809-N	50774	58390	66006	73622	81238
810-N	54277	62419	70560	78702	86843
811-N	58022	66725	75429	84132	92835
812-N	62026	71330	80634	89938	99242
813-N	66306	76252	86198	96144	106090
814-N	70881	81513	92146	102778	113410
815-N	75772	87138	98504	109869	121235
816-N	81000	93150	105300	117450	129600
817-N	86589	99577	112566	125554	138542
818-N	92564	106449	120333	134218	148102
819-N	98951	113794	128637	143479	158322
820-N	105779	121646	137513	153379	169246
821-N	113078	130040	147002	163963	180925
822-N	120880	139012	157144	175276	193408
823-N	129221	148604	167988	187371	206754
824-N	138137	158858	179578	200299	221019
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

**O - Healthcare Occupational Group**

**Non-Exempt**

PAY GRADE	Range Minimum	2nd Quartile Minimum	3rd Quartile		Range Maximum
			Minimum (Range Midpoint)	4th Quartile Minimum	
600-O	22962	25603	28244	30884	33525
601-O	24007	26768	29529	32289	35050
602-O	25099	27986	30872	33759	36645
603-O	26241	29259	32277	35294	38312
604-O	27435	30590	33745	36900	40055
605-O	28683	31982	35280	38579	41877
606-O	29988	33437	36885	40334	43782
607-O	31352	34958	38563	42169	45774
608-O	32779	36549	40318	44088	47857
609-O	34270	38211	42152	46093	50034
610-O	35829	39949	44070	48190	52310
611-O	37459	41767	46075	50382	54690
612-O	39163	43667	48171	52674	57178
613-O	40945	45654	50363	55071	59780
614-O	42808	47731	52654	57577	62500
615-O	44756	49903	55050	60197	65344
616-O	46792	52173	57554	62935	68316
617-O	48921	54547	60173	65799	71425
618-O	51147	57029	62911	68793	74675
619-O	53474	59624	65773	71923	78072
620-O	55907	62336	68766	75195	81624
621-O	58451	65173	71895	78616	85338
622-O	61111	68139	75167	82194	89222
623-O	63892	71240	78587	85935	93282
624-O	66799	74481	82163	89845	97527
625-O	69838	77869	85901	93932	101963
626-O	73016	81413	89810	98206	106603
627-O	76338	85117	93896	102674	111453
628-O	79811	88989	98168	107346	116524
629-O	83442	93038	102634	112229	121825
630-O	87239	97272	107304	117337	127369

**Exempt**

PAY GRADE	Range Minimum	2nd Quartile Minimum	3rd Quartile		Range Maximum
			Minimum (Range Midpoint)	4th Quartile Minimum	
800-O	32779	37696	42613	47529	52446
801-O	35041	40297	45554	50810	56066
802-O	37459	43078	48697	54315	59934
803-O	40044	46051	52057	58064	64070
804-O	42807	49228	55649	62070	68491
805-O	45761	52625	59490	66354	73218
806-O	48919	56257	63595	70932	78270
807-O	52294	60138	67982	75826	83670
808-O	55902	64287	72673	81058	89443
809-O	59759	68723	77687	86650	95614
810-O	63882	73464	83047	92629	102211
811-O	68290	78534	88777	99021	109264
812-O	73002	83952	94903	105853	116803
813-O	78039	89745	101451	113156	124862
814-O	83424	95938	108451	120965	133478
815-O	89180	102557	115934	129311	142688
816-O	95333	109633	123933	138233	152533
817-O	101911	117198	132485	147771	163058
818-O	108943	125285	141626	157968	174309
819-O	116460	133929	151398	168867	186336
820-O	124496	143171	161845	180520	199194
821-O	133086	153049	173012	192975	212938
822-O	142269	163609	184950	206290	227630
823-O	152086	174899	197712	220525	243338
824-O	162580	186967	211354	235741	260128
825-O	173798	199868	225938	252007	278077
826-O	185790	213659	241527	269396	297264
827-O	198610	228402	258193	287985	317776
828-O	212314	244161	276008	307855	339702
829-O	226964	261009	295053	329098	363142
830-O	242625	279019	315413	351806	388200
831-O	259366	298271	337176	376081	414986
832-O	277262	318851	360441	402030	443619
833-O	296393	340852	385311	429770	474229
834-O	316844	364371	411897	459424	506950
835-O	338706	389512	440318	491124	541930
836-O	362077	416389	470700	525012	579323
837-O	387060	445119	503178	561237	619296
838-O	413767	475832	537897	599962	662027
839-O	442317	508665	575012	641360	707707
840-O	472837	543763	614688	685614	756539

**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	20849	23247	25645	28042	30440
601-V	21798	24305	26812	29318	31825
602-V	22790	25411	28032	30652	33273
603-V	23827	26567	29307	32047	34787
604-V	24911	27776	30641	33505	36370
605-V	26044	29039	32034	35029	38024
606-V	27229	30360	33492	36623	39754
607-V	28468	31742	35016	38289	41563
608-V	29763	33186	36609	40031	43454
609-V	31117	34696	38274	41853	45431
610-V	32533	36274	40016	43757	47498
611-V	34013	37925	41836	45748	49659
612-V	35561	39651	43740	47830	51919
613-V	37179	41455	45730	50006	54281
614-V	38871	43341	47812	52282	56752
615-V	40640	45314	49987	54661	59334
616-V	42489	47375	52262	57148	62034
617-V	44422	49531	54639	59748	64856
618-V	46443	51784	57125	62466	67807
619-V	48556	54140	59724	65308	70892
620-V	50765	56603	62441	68279	74117
621-V	53075	59179	65283	71386	77490
622-V	55490	61871	68253	74634	81015
623-V	58015	64687	71359	78030	84702
624-V	60655	67630	74606	81581	88556

**Exempt**

PAY GRADE	Range Minimum	2nd Quartile Minimum	3rd Quartile		Range Maximum
			Minimum (Range Midpoint)	4th Quartile Minimum	
800-V	29763	34228	38692	43157	47621
801-V	31817	36590	41362	46135	50907
802-V	34012	39114	44216	49317	54419
803-V	36359	41813	47267	52720	58174
804-V	38868	44698	50529	56359	62189
805-V	41550	47783	54015	60248	66480
806-V	44417	51080	57742	64405	71067
807-V	47482	54604	61727	68849	75971
808-V	50758	58372	65986	73599	81213
809-V	54260	62399	70538	78677	86816
810-V	58004	66705	75405	84106	92806
811-V	62006	71307	80608	89909	99210
812-V	66284	76227	86169	96112	106054
813-V	70858	81487	92116	102744	113373
814-V	75747	87109	98471	109833	121195
815-V	80974	93120	105266	117412	129558
816-V	86561	99545	112530	125514	138498
817-V	92534	106414	120294	134174	148054
818-V	98919	113757	128595	143432	158270
819-V	105744	121606	137467	153329	169190
820-V	113040	129996	146952	163908	180864
821-V	120840	138966	157092	175218	193344
822-V	129178	148555	167932	187308	206685
823-V	138091	158805	179519	200232	220946
824-V	147619	169762	191905	214047	236190
825-V	157805	181476	205147	228817	252488
826-V	168694	193998	219302	244606	269910
827-V	180334	207384	234434	261484	288534
828-V	192777	221694	250610	279527	308443
829-V	206079	236991	267903	298814	329726

**Short Range Classes**

**Schedule A**

PAY GRADE	Range Minimum	2nd Quartile Minimum	3rd Quartile		Range Maximum
			Minimum (Range Midpoint)	4th Quartile Minimum	
211-Y	8.00	8.24	8.48	8.72	8.96
215-Y	8.58	8.84	9.10	9.35	9.61
216-Y	8.79	9.05	9.32	9.58	9.84
217-Y	9.01	9.28	9.55	9.82	10.09
218-Y	9.24	9.52	9.80	10.07	10.35
219-Y	9.47	9.76	10.04	10.33	10.61
220-Y	9.71	10.00	10.30	10.59	10.88
221-Y	9.95	10.25	10.55	10.84	11.14
225-Y	10.99	11.32	11.65	11.98	12.31
226-Y	11.26	11.60	11.94	12.27	12.61

**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 Quartile Minimum	3rd Quartile		Range Maximum
			Minimum (Range Midpoint)	4th Quartile Minimum	
310-Y	8.00	8.55	9.11	9.66	10.21
323-Y	14.69	15.70	16.72	17.73	18.74

**Schedule B**

PAY GRADE	Range Minimum	2nd Quartile Minimum	3rd Quartile		Range Maximum
			Minimum (Range Midpoint)	4th Quartile Minimum	
310-Z	8.00	9.58	11.16	12.74	14.32

**Training Classes**

PAY GRADE	Hourly Rate
402-A	8.00
403-A	8.15
404-A	13.57
405-A	14.84
406-A	15.53
408-A	17.45
403-B	11.27
402-C	9.35

PAY GRADE	Hourly Rate
403-J	9.61
405-J	11.49
407-J	13.13
409-J	14.77
410-J	16.40
406-L	25.86
407-O	19.70
410-O	43.87