



## **POSTING IS REQUIRED**

### **Classification Notice No. 1517**

To: Agency Heads and Employees  
From: Karen Niparko, Office of Human Resources Executive Director  
Date: March 23, 2016  
Subject: Pay Survey Market Analysis 2016 Proposed Changes 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 7-71 B), "The OHR shall perform an annual market analysis to determine what pay survey adjustments, if any, should be recommended for occupational groups and/or classifications covered by the classification and pay plan." The Denver Revised Municipal Code requires that the Career Service Board shall recommend classification and pay plan adjustments to the Mayor and City Council on or before May 1 of each year. The implementation of the 2016 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:**

The scheduled time for the comments on the 2016 Pay Survey Market Analysis recommendations public hearing is **Thursday April 7 at 5:00 p.m.** in the OHR Board Room, Room 4.G.2, Webb Municipal Building, 201 West Colfax Avenue.

**Note:** Please submit any questions or comments on this proposal in writing to Nicole de Gioia-Keane [Nicole.deGioia-Keane@denvergov.org](mailto:Nicole.deGioia-Keane@denvergov.org) Office of Human Resources, in care of Alena Duran [alena.duran@denvergov.org](mailto:alena.duran@denvergov.org) by 8:00 a.m. on **Wednesday, April 6, 2016**. 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 Alisha Gronniger [alisha.gronniger@denvergov.org](mailto:alisha.gronniger@denvergov.org) at (720) 913-5650 no later than noon on **Tuesday April 5, 2016**.

# Pay Survey Market Analysis 2016

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 Market 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 2016 Pay Survey Market Analysis will be effective on July 1, 2016 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 an adjustment.

A pay increase is granted when a classification is adjusted to a higher pay grade as a result of a Pay Survey Market Analysis recommendation. The pay increase is equal to 4.55% for each pay grade adjusted upwards. Pay grade adjustments recommended in the 2016 Pay Survey Market Analysis will be effective on January 1, 2017 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 7, 2016 at 5:00 p.m.

*If you have any questions about the 2016 Pay Survey Market Analysis 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 or Nicole De Gioia-Keane at 720-913-5643.*

## Occupational Group Adjustments Effective July 1, 2016

| Occupational Group |  | Proposed Average Occupational Group Adjustment |
|--------------------|--|--|
| A                  | Professional                                   | 0%   |
| C                  | Clerical                                       | 0%   |
| E                  | Engineering & Science                          | 0%   |
| I                  | Information Technology                         | 1.34%  |
| J                  | Maintenance & Operations                       | 0%   |
| L                  | Legal  | 2.16%  |
| N                  | Enforcement, Compliance, & Protective Services | 0%   |
| O                  | Healthcare                                     | 0%   |
| V                  | Fiscal   | 0%   |

## Classifications Recommended for a Pay Grade Adjustment Effective January 1, 2017

| Classification   | Job Code | From  | To    |
|--|----------|-------|-------|
| <b>A – General Administrative</b>                            |          |       |       |
| Cost Estimator Analyst                                       | CA2322   | 809-A | 812-A |
| Project Manager I  | CA2290   | 811-A | 813-A |
| Project Manager II   | CA2293   | 813-A | 815-A |
| Real Estate Agent  | CA2278   | 809-A | 811-A |
| Senior Cost Estimator Analyst                                | CA2323   | 811-A | 814-A |
| Senior Real Estate Agent                                     | CA2279   | 811-A | 813-A |
| Strategic Advisor  | CA1609   | 813-A | 815-A |
| Strategic Advisor  | LA1611   | 813-A | 815-A |
| Strategic Advisor  | MA2399   | 813-A | 815-A |
| <b>N – Enforcement, Compliance, &amp; Protective Service</b> |          |       |       |
| Lead Property & Evidence Technician                          | CN2736   | 615-N | 617-N |
| Property & Evidence Technician                               | CN1999   | 614-N | 616-N |

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

The City's pay ranges are 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 2 through 12.
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 13 through 17 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 Specialist             | 812-V     |
| Accounting Supervisor             | 812-V     |
| Accounting Technician I           | 612-V     |
| Accounting Technician II          | 614-V     |
| Activities Leader - Certified     | 123-Z     |
| Activities Leader - Non-Certified | 118-Z     |

| Job Title                            | Pay Grade |
|--------------------------------------|-----------|
| 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                      | 815-I     |

| Job Title  | Pay Grade |
|--|-----------|
| Administrator II                                     | 813-A     |
| Administrator II                                     | 817-I     |
| Administrator III                                    | 815-A     |
| Administrator III                                    | 819-I     |
| 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 Communications Center Specialist             | 616-A     |
| Airport Communications Center Supervisor             | 808-A     |
| Airport Emergency Dispatcher                         | 615-A     |
| Airport Operations Officer - Airfield and Ramp Tower | 621-A     |
| Airport Operations Representative                    | 615-A     |
| Airport Operations Supervisor                        | 812-A     |
| Americans with Disabilities Act Compliance Officer   | 809-A     |
| 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                             | 611-V     |
| Aquatics Coordinator                                 | 617-A     |
| Arboreal Inspector                                   | 619-N     |
| Arborist   | 809-N     |
| Arborist Technician I                                | 614-J     |
| Arborist Technician II                               | 616-J     |
| Architect  | 813-E     |
| Asphalt Plant Operator                               | 616-J     |
| Assessment Hearings Officer                          | 821-L     |
| Assessment Information Technician                    | 613-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     |

| Job Title  | Pay Grade |
|--|-----------|
| Assistant City Attorney - Specialist                   | 821-L     |
| Assistant District Attorney                            | 824-L     |
| Assistant Golf Course Superintendent                   | 618-J     |
| Assistant Golf Professional                            | 803-A     |
| Associate Accountant                                   | 808-V     |
| Associate Administrator                                | 810-A     |
| Associate Budget Analyst                               | 809-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 Analyst                            | 809-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                      | 807-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     |
| Aviation Customer Service Manager                      | 809-C     |
| Aviation Customer Service Supervisor                   | 807-C     |
| Aviation Electrical Superintendent                     | 813-J     |
| Aviation Electrical/Electronic Support                 | 813-E     |

| Job Title                              | Pay Grade |
|--|-----------|
| Engineer                               |           |
| Aviation Land Administrator            | 810-A     |
| Aviation Noise Abatement Officer       | 811-E     |
| Aviation Noise Abatement Supervisor    | 815-E     |
| Aviation Painting Supervisor           | 809-J     |
| Aviation Planning Administrator        | 816-E     |
| Aviation Security Agent                | 613-C     |
| Aviation Security Technician           | 613-A     |
| Aviation Snow Removal Operator         | 615-J     |
| Behavioral Health Technician           | 605-O     |
| Bibliographic Technician               | 610-C     |
| Boating Ranger                         | 323-Y     |
| Body Repair Worker                     | 618-J     |
| Booking Coordinator                    | 810-A     |
| Booking Specialist                     | 812-A     |
| Branch Manager                         | 808-A     |
| Budget Analyst Specialist              | 813-V     |
| Budget Analyst Supervisor              | 813-V     |
| 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     |
| 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     |
| Chemist                                | 812-E     |
| Chief Combination Inspector            | 812-J     |
| Chief Deputy District Attorney         | 822-L     |
| Chief Inspector                        | 809-N     |

| Job Title                               | Pay Grade |
|---|-----------|
| Chief Medical Examiner/Coroner          | 827-O     |
| Chief Municipal Public Defender         | 816-L     |
| Chief Paramedic                         | 815-O     |
| Chief Trades Inspector                  | 810-J     |
| Child Support Assistant                 | 613-C     |
| Child Support Technician I              | 614-A     |
| Child Support Technician II             | 615-A     |
| 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                       | 615-A     |
| Claims Adjuster II                      | 807-A     |
| Clinical Care Technician                | 605-O     |
| Clinical Nurse Educator                 | 811-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 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     |

| Job Title                               | Pay Grade |
|---|-----------|
| 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     |
| Coroner's Investigator                  | 623-N     |
| Correctional Institution Food Manager   | 810-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     |
| Critical Care Respiratory Specialist    | 807-O     |
| Custodial Services Supervisor           | 803-J     |
| Custodial Supervisor                    | 801-J     |
| Custodial Trainee                       | 403-J     |
| Custodian                               | 606-J     |
| Data Team Administrator                 | 809-I     |
| Database Administrator I                | 622-I     |
| Database Administrator II               | 812-I     |
| Database Administrator III              | 814-I     |
| Dental Assistant                        | 605-O     |
| Dentist                                 | 817-O     |
| Deputy City Attorney                    | 824-L     |
| Deputy Director of Emergency Management | 811-A     |
| Deputy District Attorney                | 813-L     |
| Deputy Executive Director of Aviation   | 823-A     |
| Deputy Manager of Aviation              | 821-A     |
| Deputy Manager Parks And Recreation     | 817-A     |
| Deputy Monitor                          | 810-A     |
| Deputy Public Defender I                | 807-L     |
| Deputy Public Defender II               | 809-L     |
| Deputy Public Trustee                   | 808-A     |
| Development and Planning Supervisor     | 815-E     |
| DHS Customer Service Agent              | 613-C     |

| Job Title  | Pay Grade |
|--|-----------|
| DIA Stationary Engineer                                | 621-J     |
| Diagnostic Imaging Supervisor                          | 810-O     |
| Diagnostic Imaging Technologist                        | 619-O     |
| 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 Environmental Programs                     | 819-E     |
| Director of Facilities Management                      | 816-A     |
| Director of Fleet Maintenance                          | 816-A     |
| Director of Golf                                       | 816-A     |
| 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 of Economic Development  | 820-A     |
| Director of the Emergency Communication Center         | 817-A     |
| Director of Traffic Operations                         | 817-A     |
| Diversion Officer Supervisor                           | 810-N     |
| Diversion/Criminal Justice Officer                     | 620-N     |
| Document Management Technician                         | 612-C     |
| Economic Crime Specialist                              | 612-N     |
| Economic Development Specialist - Business Development | 808-V     |
| Economic Development Supervisor                        | 810-A     |
| Education Program Assistant                            | 615-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     |
| Eligibility Supervisor                                 | 807-A     |

| Job Title                                      | Pay Grade |
|--|-----------|
| Eligibility Technician I                       | 611-A     |
| Eligibility Technician II                      | 612-A     |
| Eligibility Technician III                     | 613-A     |
| Emergency Communications Operator              | 616-N     |
| Emergency Management Coordinator               | 809-A     |
| Emergency Service Patrol Team Leader           | 610-O     |
| Emergency Service Technician                   | 609-O     |
| 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           | 811-A     |
| Environmental Administrator                    | 813-E     |
| 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 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                             | 807-A     |
| Events Facilitator                             | 613-C     |
| 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 Officer                              | 816-A     |
| Executive Secretary Mayor                      | 805-A     |

| Job Title   | Pay Grade |
|---|-----------|
| Facilities Superintendent                                   | 813-J     |
| Facility Maintenance Technician                             | 616-J     |
| Field Superintendent  | 813-J     |
| Financial Analyst Specialist                                | 813-V     |
| Financial Analyst Supervisor                                | 813-V     |
| Financial Director  | 817-V     |
| Financial Executive   | 819-V     |
| Financial Manager   | 815-V     |
| Fingerprint Identification Clerk                            | 612-N     |
| Fingerprint Technician                                      | 615-N     |
| Fire Protection Engineer                                    | 816-E     |
| Fire Protection Supervisor                                  | 817-E     |
| Fiscal Administrator I                                      | 812-V     |
| Fiscal Administrator II                                     | 814-V     |
| Fiscal Administrator III                                    | 816-V     |
| Fiscal Operational Supervisor I                             | 808-V     |
| Fiscal Operational Supervisor II                            | 810-V     |
| Fitness Instructor - Certified                              | 123-Z     |
| Fitness Instructor - Non Certified                          | 118-Z     |
| Fleet Maintenance Support Engineer                          | 813-E     |
| Food Production Supervisor                                  | 805-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 Cart Attendant   | 212-Y     |
| Golf Course Operator  | 617-J     |
| Golf Course Superintendent                                  | 812-J     |
| Golf Professional   | 807-A     |
| Golf Sales Associate  | 112-Z     |

| Job Title  | Pay Grade |
|--|-----------|
| 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     |
| 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     |
| Information Security Manager                                 | 817-I     |
| Information Security Specialist                              | 815-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                                     | 617-J     |
| Institution Food Steward Supervisor                          | 620-J     |
| Internal Audit Supervisor                                    | 813-V     |
| Interpreter Coordinator                                      | 808-A     |
| Investigations Technician                                    | 620-L     |

| Job Title                                    | Pay Grade |
|--|-----------|
| 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     |
| Law Clerk                                    | 813-L     |
| Lead Addictions Counselor                    | 615-O     |
| Lead Building Engineer                       | 621-J     |
| Lead Custodian                               | 607-J     |
| Lead Customer Service Agent                  | 615-C     |
| Lead Elections Support Assistant             | 614-C     |
| Lead Eligibility Technician                  | 613-A     |
| 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 National Crime Information Center Agent | 616-N     |
| Lead Payroll Associate                       | 808-V     |
| Lead Pharmacist                              | 817-O     |
| Lead Police Video Operator                   | 614-N     |
| Lead Property & Evidence Technician          | 615-N     |
| Lead Social Case Worker                      | 807-A     |
| Lead Tax Auditor                             | 811-V     |
| Lead Team Decision Making Coordinator        | 808-A     |
| Lead Utilization Management Coordinator      | 808-A     |
| Lead Youth Counselor                         | 616-A     |
| Leave Administration Specialist              | 616-A     |

| Job Title  | Pay Grade |
|--|-----------|
| Legal Administrator                                | 813-A     |
| Legal Secretary                                    | 617-C     |
| Legislative Assistant                              | 807-A     |
| Library Aide                                       | 219-Y     |
| 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                 | 815-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     |

| Job Title                               | Pay Grade |
|---|-----------|
| Medical Office Assistant                | 607-O     |
| Medical Only Claims Adjuster            | 612-A     |
| Medical Records Coder                   | 613-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     |
| Motor Vehicle Technician I              | 614-C     |
| Motor Vehicle Technician II             | 615-C     |
| Motor Vehicle Technician III            | 616-C     |
| Multiple Trades Supervisor              | 810-J     |
| 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                      | 813-O     |
| Nursing Administrator                   | 811-O     |
| Nursing Aide                            | 605-O     |
| Nursing Clinical Coordinator            | 810-O     |
| Nursing Operations Manager              | 815-O     |
| Nursing Program Manager                 | 812-O     |
| Office Occupations Trainee              | 402-C     |
| Operational Supervisor I                | 808-A     |
| 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     |

| Job Title                               | Pay Grade |
|---|-----------|
| Paramedic Dispatcher                    | 620-N     |
| Paramedic Field Supervisor              | 809-O     |
| Paramedic Fleet Supervisor              | 810-O     |
| Paramedic Operations Supervisor         | 810-O     |
| Park Horticulturist                     | 613-J     |
| Park Ranger                             | 614-N     |
| Park Ranger Supervisor                  | 809-N     |
| Park Seasonal Laborer                   | 225-Y     |
| Parking Meter Collector                 | 610-J     |
| Parking/Speeding Enforcement Supervisor | 808-N     |
| Parks Intern I                          | 405-J     |
| Parks Intern II                         | 407-J     |
| Parks Intern III                        | 409-J     |
| 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                              | 816-O     |
| Pharmacy Technician                     | 606-O     |
| Photo Enforcement Agent                 | 615-N     |
| Physical Therapist                      | 809-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     |
| Police Video Operator                   | 613-N     |
| Pool Coordinator                        | 607-C     |
| Pool Maintenance Technician             | 616-J     |
| Pool Supervisor                         | 117-Z     |
| Power Shovel Operator                   | 617-J     |
| Principal City Planner                  | 815-E     |
| Principal Project Manager               | 821-E     |
| Probation Officer Supervisor            | 812-N     |
| Professional Occupations Intern I       | 404-A     |

| Job Title                            | Pay Grade |
|--------------------------------------|-----------|
| 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-A     |
| 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     |
| Public Health Administrator          | 811-E     |
| Public Safety Cadet                  | 403-B     |
| Purchasing Manager                   | 814-A     |
| Purchasing Technician                | 616-A     |
| Quality Improvement Nurse            | 808-O     |
| Ramp Tower Supervisor                | 810-A     |
| Real Estate Agent                    | 809-A     |
| Real Property Appraiser Specialist   | 811-V     |
| Real Property Appraiser Supervisor   | 813-V     |
| Real Property Appraiser Technician   | 613-V     |
| Recreation Aide                      | 212-Y     |
| Recreation Assistant                 | 110-Z     |
| Recreation Coordinator               | 617-A     |
| Recreation Facility Assistant        | 219-Y     |
| Recreation Instructor                | 607-A     |
| Recreation Manager                   | 812-A     |
| Recreation Program Coordinator       | 617-A     |
| Recreation Services Representative   | 608-C     |
| Recreation Supervisor                | 808-A     |
| Recreation Trainee                   | 403-A     |
| Recreational Therapist               | 809-O     |
| Reference Librarian                  | 805-A     |
| Registered Nurse                     | 808-O     |
| Research Supervisor                  | 812-A     |
| Right-of-Way Enforcement Agent I     | 615-N     |

| Job Title   | Pay Grade |
|---|-----------|
| 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                                     | 810-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 Budget Analyst                                 | 811-V     |
| 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 Administrator                    | 814-E     |
| Senior Financial Analyst                              | 811-V     |
| Senior Geographic Information System Analyst          | 809-I     |

| Job Title   | Pay Grade |
|---|-----------|
| 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     |
| Senior Landscape Architect                          | 813-E     |
| Senior Occupational Therapist                       | 809-O     |
| Senior Park Ranger                                  | 617-N     |
| Senior Payroll Associate                            | 807-V     |
| Senior Physical Therapist                           | 812-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                      | 809-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                             | 809-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     |
| Sign Language Interpreter                           | 619-A     |
| Social Case Worker                                  | 805-A     |
| Social Case Worker Supervisor                       | 810-A     |

| Job Title  | Pay Grade |
|--|-----------|
| 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                         | 811-A     |
| Speech Therapist                                   | 808-O     |
| Sports Official I - Non Certified                  | 118-Z     |
| Sports Official II - Certified                     | 123-Z     |
| Stable Master                                      | 613-J     |
| Staff Accountant                                   | 618-V     |
| Staff Architectural Associate                      | 810-E     |
| Staff Assistant                                    | 805-A     |
| Staff Budget Analyst                               | 619-V     |
| 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     |
| Staff Financial Analyst                            | 619-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                      | 616-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     |

| Job Title  | Pay Grade |
|--|-----------|
| 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 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     |
| 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     |
| 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     |

| Job Title                                   | Pay Grade |
|---|-----------|
| 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     |
| Victim Specialist                           | 614-A     |
| Vocational Mechanic Trainee                 | 410-J     |
| Washing Machine Operator                    | 605-J     |
| Wastewater Data Technician                  | 612-V     |
| Wastewater Quality Control Manager          | 815-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     |

