

**ORDINANCE/RESOLUTION REQUEST**

Please email requests to the Mayor's Legislative Team  
at [MileHighOrdinance@DenverGov.org](mailto:MileHighOrdinance@DenverGov.org) by **3:00pm on Monday**.

**\*All fields must be completed.\***  
*Incomplete request forms will be returned to sender which may cause a delay in processing.*

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Date of Request: **April 17, 2015**

Please mark one:  **Bill Request** or  **Resolution Request**

1. **Has your agency submitted this request in the last 12 months?**

**Yes**  **No**

**If yes, please explain:**

2. **Title:** Approve classification notice #1503 – 2015 Pay Survey Market Analysis Recommendations

This ordinance request is scheduled to go before Technology and Governance Committee on **May 5, 2015**.

3. **Requesting Agency:** Office of Human Resources

4. **Contact Person:** *(with actual knowledge of proposed ordinance)*

- **Name:** Seth Duhon-Thornton
- **Phone:** 720-913-5664
- **Email:** seth.duhon-thornton@denvergov.org

5. **Contact Person:** *(with actual knowledge of proposed ordinance who will present the item at Mayor-Council and who will be available for first and second reading, if necessary)*

- **Name:** Meredith Creme
- **Phone:** 720-913-5722
- **Email:** meredith.creme@denvergov.org

6. **General description of proposed ordinance including contract scope of work if applicable:**

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.

7. **Is there any controversy surrounding this ordinance?** (groups or individuals who may have concerns about it?) **Please explain.**

None known

## **POSTING IS REQUIRED**

### **Classification Notice No. 1503**

To: Agency Heads and Employees  
From: Karen Niparko, Office of Human Resources Executive Director  
Date: April 3, 2015  
Subject: Pay Survey Market Analysis 2015 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 2015 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 2015 Pay Survey Market Analysis recommendations on **Thursday, April 16, 2015, at 9:00 a.m.** at the Webb Municipal Building, 201 W. Colfax Ave., Room 4.G.2.

Anyone wishing to be heard by the Board should call **720-913-5168** no later than noon the day before the hearing to schedule a presentation.

# Pay Survey Market Analysis 2015

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 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 2015 Pay Survey Market Analysis will be effective on July 1, 2015 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 Market Analysis recommendation. The pay increase is equal to 4.55% for each pay grade bump upwards. Pay grade adjustments recommended in the 2015 Pay Survey Market Analysis will be effective on January 1, 2016 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 16, 2015 at 5:00 p.m.

*If you have any questions about the 2015 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 Kat Heid at 720-913-5602, Blair Malloy at 720-913-5631, or Meredith Creme at 720-913-5722.*

## Occupational Group Adjustments Effective July 1, 2015

Occupational Group		Proposed Average Occupational Group Adjustment
A	Professional	2.38%
C	Clerical	1.93%
E	Engineering & Science	2.41%
I	Information Technology	1.12%
J	Maintenance & Operations	3.11%
L	Legal	4.52%
N	Enforcement, Compliance, & Protective Service	2.56%
O	Healthcare	0.57%
V	Fiscal	0.81%

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

Classification	Job Code	From	To
<b>A – General Administrative</b>			
Booking Coordinator	CA2490	807-A	810-A
Booking Coordinator	LA2491	807-A	810-A
Booking Specialist	CA2492	809-A	812-A
Entertainment/Production Coordinator	CA2518	808-A	811-A
Events Coordinator	CA2519	804-A	807-A
Special Events Coordinator	CA2590	808-A	811-A
Special Events Coordinator	LA2591	808-A	811-A
<b>O – Healthcare</b>			
Clinical Nurse Educator		810-O	811-O
Dental Assistant		604-O	605-O
Lead Pharmacist		816-O	817-O
Pharmacist		815-O	816-O

### 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 3 through 13.
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 14 through 18 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

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	812-V

Job Title	Pay Grade
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 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
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
Assistant City Attorney - Specialist	821-L

Job Title	Pay Grade
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	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 Engineer	813-E

Job Title	Pay Grade
Aviation Emergency Dispatcher	615-A
Aviation Land Administrator	810-A
Aviation Noise Abatement Officer	811-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
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	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 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	604-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	812-A
Director of Emergency Communication Center	817-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 Economic Development	820-A
Director of Traffic Operations	817-A
Diversion Officer Supervisor	810-N
Diversion/Criminal Justice Officer	620-N
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
Eligibility Technician I	611-A

Job Title	Pay Grade
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	808-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	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 Officer	816-A
Executive Secretary Mayor	805-A
Facilities Superintendent	813-J
Facility Maintenance Technician	616-J

Job Title	Pay Grade
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	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 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



Job Title	Pay Grade
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
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

Job Title	Pay Grade
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	816-O
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
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

Job Title	Pay Grade
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
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

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 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 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 Ranger	614-N
Park Ranger Supervisor	809-N
Park Seasonal Laborer	225-Y
Parking Meter Collector	610-J
Parking/Speeding Enforcement Supervisor	808-N

Job Title	Pay Grade
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
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
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
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

Job Title	Pay Grade
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 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	809-O
Reference Librarian	805-A
Registered Nurse	808-O
Research Supervisor	812-A
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

Job Title	Pay Grade
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 Administrator	814-E
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
Senior Landscape Architect	813-E
Senior Occupational Therapist	809-O
Senior Park Ranger	617-N
Senior Payroll Associate	807-V

Job Title	Pay Grade
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
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	808-O
Sports Official I - Non Certified	118-Z
Sports Official II - Certified	123-Z
Stable Master	613-J
Staff Accountant	616-V

Job Title	Pay Grade
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
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	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
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

Job Title	Pay Grade
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
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

Job Title	Pay Grade
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

**A - Professional Occupational Group**

Non-Exempt						Exempt					
PAY GRADE	Range Minimum	2nd Quartile Minimum	3rd Quartile Minimum (Range Midpoint)	4th Quartile Minimum	Range Maximum	PAY GRADE	Range Minimum	2nd Quartile Minimum	3rd Quartile Minimum (Range Midpoint)	4th Quartile Minimum	Range Maximum
600-A	21182	23618	26054	28490	30926	800-A	30240	34776	39312	43848	48384
601-A	22146	24693	27240	29786	32333	801-A	32327	37176	42025	46874	51723
602-A	23154	25817	28480	31142	33805	802-A	34558	39742	44926	50109	55293
603-A	24208	26992	29776	32560	35344	803-A	36943	42485	48026	53568	59109
604-A	25309	28220	31130	34041	36951	804-A	39492	45416	51340	57263	63187
605-A	26461	29504	32547	35590	38633	805-A	42217	48550	54882	61215	67547
606-A	27665	30847	34028	37210	40391	806-A	45130	51900	58669	65439	72208
607-A	28924	32250	35577	38903	42229	807-A	48244	55481	62717	69954	77190
608-A	30240	33718	37195	40673	44150	808-A	51573	59309	67045	74781	82517
609-A	31616	35252	38888	42523	46159	809-A	55132	63402	71672	79941	88211
610-A	33055	36856	40658	44459	48260	810-A	58936	67777	76617	85458	94298
611-A	34559	38533	42508	46482	50456	811-A	63003	72454	81904	91355	100805
612-A	36131	40286	44441	48596	52751	812-A	67350	77453	87555	97658	107760
613-A	37775	42119	46464	50808	55152	813-A	71997	82797	93596	104396	115195
614-A	39494	44036	48578	53119	57661	814-A	76965	88510	100055	111599	123144
615-A	41291	46040	50788	55537	60285	815-A	82276	94618	106959	119301	131642
616-A	43170	48135	53099	58064	63028	816-A	87953	101146	114339	127532	140725
617-A	45134	50325	55515	60706	65896	817-A	94022	108125	122229	136332	150435
618-A	47188	52615	58041	63468	68894	818-A	100510	115587	130663	145740	160816
619-A	49335	55009	60682	66356	72029	819-A	107445	123562	139679	155795	171912
620-A	51580	57512	63444	69375	75307	820-A	114859	132088	149317	166545	183774
621-A	53927	60129	66330	72532	78733	821-A	122784	141202	159619	178037	196454
622-A	56381	62865	69349	75832	82316	822-A	131256	150945	170633	190322	210010
623-A	58946	65725	72504	79282	86061	823-A	140313	161360	182407	203454	224501
624-A	61628	68715	75803	82890	89977	824-A	149995	172494	194994	217493	239992
						825-A	160345	184397	208449	232500	256552
						826-A	171409	197120	222832	248543	274254
						827-A	183236	210722	238207	265693	293178
						828-A	195879	225261	254643	284024	313406
						829-A	209395	240804	272214	303623	335032

**C - Clerical Occupational Group**

Non-Exempt						Exempt					
PAY GRADE	Range Minimum	2nd Quartile Minimum	3rd Quartile Minimum (Range Midpoint)	4th Quartile Minimum	Range Maximum	PAY GRADE	Range Minimum	2nd Quartile Minimum	3rd Quartile Minimum (Range Midpoint)	4th Quartile Minimum	Range Maximum
600-C	19833	22114	24395	26675	28956	800-C	28310	32557	36803	41050	45296
601-C	20735	23120	25504	27889	30273	801-C	30263	34803	39342	43882	48421
602-C	21678	24171	26664	29157	31650	802-C	32351	37204	42057	46909	51762
603-C	22664	25270	27877	30483	33089	803-C	34583	39771	44958	50146	55333
604-C	23695	26420	29145	31870	34595	804-C	36969	42514	48060	53605	59150
605-C	24773	27622	30471	33320	36169	805-C	39520	45448	51376	57304	63232
606-C	25900	28879	31857	34836	37814	806-C	42247	48584	54921	61258	67595
607-C	27078	30192	33306	36420	39534	807-C	45162	51936	58711	65485	72259
608-C	28310	31566	34822	38077	41333	808-C	48278	55520	62762	70003	77245
609-C	29598	33002	36406	39809	43213	809-C	51609	59350	67092	74833	82574
610-C	30945	34504	38063	41621	45180	810-C	55170	63446	71721	79997	88272
611-C	32353	36074	39794	43515	47235	811-C	58977	67824	76670	85517	94363
612-C	33825	37715	41605	45495	49385	812-C	63046	72503	81960	91417	100874
613-C	35364	39431	43498	47564	51631	813-C	67396	77506	87615	97725	107834
614-C	36973	41225	45477	49729	53981	814-C	72046	82853	93660	104467	115274
615-C	38655	43100	47546	51991	56436						
616-C	40414	45062	49709	54357	59004						
617-C	42253	47112	51971	56830	61689						
618-C	44176	49256	54337	59417	64497						
619-C	46186	51498	56809	62121	67432						
620-C	48287	53840	59393	64946	70499						
621-C	50484	56290	62096	67901	73707						
622-C	52781	58851	64921	70990	77060						
623-C	55183	61529	67875	74221	80567						
624-C	57694	64329	70964	77598	84233						

**E - Engineering & Science Occupational Group**

**Non-Exempt**

PAY GRADE	Range Minimum	2nd Quartile Minimum	3rd Quartile Minimum (Range Midpoint)	4th Quartile Minimum	Range Maximum
600-E	19789	22065	24341	26616	28892
601-E	20689	23068	25448	27827	30206
602-E	21630	24118	26605	29093	31580
603-E	22614	25215	27815	30416	33016
604-E	23643	26362	29081	31800	34519
605-E	24719	27562	30405	33247	36090
606-E	25844	28816	31788	34760	37732
607-E	27020	30127	33235	36342	39449
608-E	28249	31498	34747	37995	41244
609-E	29534	32931	36327	39724	43120
610-E	30878	34429	37980	41531	45082
611-E	32283	35996	39708	43421	47133
612-E	33752	37634	41515	45397	49278
613-E	35288	39346	43404	47462	51520
614-E	36894	41137	45380	49622	53865
615-E	38573	43009	47445	51881	56317
616-E	40328	44966	49604	54241	58879
617-E	42163	47012	51861	56709	61558
618-E	44081	49150	54220	59289	64358
619-E	46087	51387	56687	61987	67287
620-E	48184	53725	59267	64808	70349
621-E	50376	56169	61963	67756	73549
622-E	52668	58725	64782	70838	76895
623-E	55064	61396	67729	74061	80393
624-E	57569	64190	70810	77431	84051
625-E	60188	67110	74031	80953	87874
626-E	62927	70164	77400	84637	91873
627-E	65790	73356	80922	88487	96053
628-E	68783	76693	84603	92513	100423

**Exempt**

PAY GRADE	Range Minimum	2nd Quartile Minimum	3rd Quartile Minimum (Range Midpoint)	4th Quartile Minimum	Range Maximum
800-E	28249	32486	36724	40961	45198
801-E	30198	34728	39258	43787	48317
802-E	32282	37124	41967	46809	51651
803-E	34509	39685	44862	50038	55214
804-E	36890	42424	47957	53491	59024
805-E	39435	45350	51266	57181	63096
806-E	42156	48480	54803	61127	67450
807-E	45065	51825	58585	65344	72104
808-E	48174	55400	62626	69852	77078
809-E	51498	59223	66948	74672	82397
810-E	55051	63309	71567	79824	88082
811-E	58850	67678	76505	85333	94160
812-E	62911	72348	81785	91221	100658
813-E	67252	77340	87428	97515	107603
814-E	71892	82676	93460	104243	115027
815-E	76853	88381	99909	111437	122965
816-E	82156	94480	106803	119127	131450
817-E	87825	100999	114173	127346	140520
818-E	93885	107968	122051	136133	150216
819-E	100363	115418	130472	145527	160581
820-E	107288	123381	139475	155568	171661
821-E	114691	131895	149099	166302	183506
822-E	122605	140996	159387	177777	196168
823-E	131065	150725	170385	190044	209704
824-E	140108	161124	182141	203157	224173
825-E	149775	172241	194708	217174	239640
826-E	160109	184125	208142	232158	256174
827-E	171157	196831	222504	248178	273851
828-E	182967	210412	237857	265302	292747
829-E	195592	224931	254270	283608	312947

**I - Information Technology Occupational Group**

**Non-Exempt**

PAY GRADE	Range Minimum	2nd Quartile Minimum	3rd Quartile Minimum (Range Midpoint)	4th Quartile Minimum	Range Maximum
600-I	20751	23137	25524	27910	30296
601-I	21695	24190	26685	29180	31675
602-I	22682	25291	27899	30508	33116
603-I	23714	26441	29168	31895	34622
604-I	24793	27644	30496	33347	36198
605-I	25921	28902	31883	34864	37845
606-I	27100	30217	33333	36450	39566
607-I	28333	31591	34850	38108	41366
608-I	29622	33029	36435	39842	43248
609-I	30970	34532	38093	41655	45216
610-I	32379	36103	39826	43550	47273
611-I	33852	37745	41638	45531	49424
612-I	35392	39462	43532	47602	51672
613-I	37002	41257	45513	49768	54023
614-I	38686	43135	47584	52033	56482
615-I	40446	45097	49749	54400	59051
616-I	42286	47149	52012	56875	61738
617-I	44210	49294	54379	59463	64547
618-I	46222	51538	56853	62169	67484
619-I	48325	53883	59440	64998	70555
620-I	50524	56334	62145	67955	73765
621-I	52823	58898	64973	71047	77122
622-I	55226	61577	67928	74279	80630
623-I	57739	64379	71019	77659	84299
624-I	60366	67308	74250	81192	88134
625-I	63113	70371	77629	84887	92145
626-I	65985	73573	81162	88750	96338

**Exempt**

PAY GRADE	Range Minimum	2nd Quartile Minimum	3rd Quartile Minimum (Range Midpoint)	4th Quartile Minimum	Range Maximum
800-I	29622	34065	38509	42952	47395
801-I	31666	36416	41166	45916	50666
802-I	33851	38929	44007	49084	54162
803-I	36187	41615	47043	52471	57899
804-I	38684	44487	50289	56092	61894
805-I	41353	47556	53759	59962	66165
806-I	44206	50837	57468	64099	70730
807-I	47256	54345	61433	68522	75610
808-I	50517	58095	65672	73250	80827
809-I	54003	62104	70204	78305	86405
810-I	57729	66388	75048	83707	92366
811-I	61712	70969	80226	89482	98739
812-I	65970	75866	85761	95657	105552
813-I	70522	81100	91679	102257	112835
814-I	75388	86696	98005	109313	120621
815-I	80590	92679	104767	116856	128944
816-I	86151	99074	111997	124919	137842
817-I	92095	105909	119724	133538	147352
818-I	98450	113218	127985	142753	157520
819-I	105243	121030	136816	152603	168389
820-I	112505	129381	146257	163132	180008
821-I	120268	138308	156349	174389	192429
822-I	128566	147851	167136	186421	205706
823-I	137437	158053	178668	199284	219899
824-I	146920	168958	190996	213034	235072



**J - Maintenance & Operations Occupational Group**

Non-Exempt					
PAY GRADE	Range Minimum	2nd Quartile Minimum	3rd Quartile Minimum (Range Midpoint)	4th Quartile Minimum	Range Maximum
600-J	19732	22001	24271	26540	28809
601-J	20630	23003	25375	27748	30120
602-J	21569	24050	26530	29011	31491
603-J	22550	25143	27737	30330	32923
604-J	23576	26287	28999	31710	34421
605-J	24649	27484	30319	33153	35988
606-J	25771	28735	31699	34662	37626
607-J	26944	30043	33141	36240	39338
608-J	28170	31410	34649	37889	41128
609-J	29452	32839	36226	39613	43000
610-J	30792	34333	37874	41415	44956
611-J	32193	35895	39598	43300	47002
612-J	33658	37529	41400	45270	49141
613-J	35189	39236	43283	47329	51376
614-J	36790	41021	45252	49482	53713
615-J	38464	42887	47311	51734	56157
616-J	40214	44839	49463	54088	58712
617-J	42044	46879	51714	56549	61384
618-J	43957	49012	54067	59122	64177
619-J	45957	51242	56527	61812	67097
620-J	48048	53574	59099	64625	70150
621-J	50234	56011	61788	67565	73342
622-J	52520	58560	64600	70639	76679
623-J	54910	61225	67540	73854	80169
624-J	57408	64010	70612	77214	83816

Exempt					
PAY GRADE	Range Minimum	2nd Quartile Minimum	3rd Quartile Minimum (Range Midpoint)	4th Quartile Minimum	Range Maximum
800-J	28170	32396	36621	40847	45072
801-J	30114	34631	39148	43665	48182
802-J	32192	37021	41850	46678	51507
803-J	34413	39575	44737	49899	55061
804-J	36787	42305	47823	53341	58859
805-J	39325	45224	51123	57021	62920
806-J	42038	48344	54650	60955	67261
807-J	44939	51680	58421	65161	71902
808-J	48040	55246	62452	69658	76864
809-J	51355	59058	66762	74465	82168
810-J	54898	63133	71368	79602	87837
811-J	58686	67489	76292	85095	93898
812-J	62735	72145	81556	90966	100376
813-J	67064	77124	87183	97243	107302
814-J	71691	82445	93199	103952	114706
815-J	76638	88134	99630	111125	122621
816-J	81926	94215	106504	118793	131082
817-J	87579	100716	113853	126989	140126
818-J	93622	107665	121709	135752	149795
819-J	100082	115094	130107	145119	160131
820-J	106988	123036	139085	155133	171181
821-J	114370	131526	148681	165837	182992
822-J	122262	140601	158941	177280	195619
823-J	130698	150303	169908	189512	209117
824-J	139716	160674	181631	202589	223546
825-J	149356	171760	194163	216567	238970
826-J	159662	183611	207561	231510	255459
827-J	170679	196281	221883	247484	273086
828-J	182456	209825	237193	264562	291930
829-J	195045	224302	253559	282815	312072

**L - Legal Occupational Group**

Non-Exempt					
PAY GRADE	Range Minimum	2nd Quartile Minimum	3rd Quartile Minimum (Range Midpoint)	4th Quartile Minimum	Range Maximum
600-L	20678	23056	25434	27812	30190
601-L	21619	24105	26592	29078	31564
602-L	22603	25202	27802	30401	33000
603-L	23631	26349	29066	31784	34501
604-L	24706	27547	30389	33230	36071
605-L	25830	28801	31771	34742	37712
606-L	27005	30111	33216	36322	39427
607-L	28234	31481	34728	37975	41222
608-L	29519	32914	36309	39703	43098
609-L	30862	34411	37961	41510	45059
610-L	32266	35977	39687	43398	47108
611-L	33734	37614	41493	45373	49252
612-L	35269	39325	43381	47437	51493
613-L	36874	41115	45355	49596	53836
614-L	38552	42986	47419	51853	56286
615-L	40306	44941	49577	54212	58847
616-L	42140	46986	51832	56678	61524
617-L	44057	49124	54190	59257	64323
618-L	46062	51359	56657	61954	67251
619-L	48158	53696	59235	64773	70311
620-L	50349	56139	61930	67720	73510
621-L	52640	58694	64747	70801	76854
622-L	55035	61364	67693	74022	80351
623-L	57539	64156	70773	77390	84007
624-L	60157	67075	73993	80911	87829
625-L	62894	70127	77360	84592	91825

Exempt					
PAY GRADE	Range Minimum	2nd Quartile Minimum	3rd Quartile Minimum (Range Midpoint)	4th Quartile Minimum	Range Maximum
800-L	29519	33947	38375	42802	47230
801-L	31556	36290	41023	45757	50490
802-L	33733	38793	43853	48913	53973
803-L	36061	41470	46880	52289	57698
804-L	38549	44331	50114	55896	61678
805-L	41209	47390	53572	59753	65934
806-L	44052	50660	57268	63875	70483
807-L	47092	54156	61220	68283	75347
808-L	50341	57892	65444	72995	80546
809-L	53815	61887	69960	78032	86104
810-L	57528	66157	74787	83416	92045
811-L	61497	70722	79946	89171	98395
812-L	65740	75601	85462	95323	105184
813-L	70276	80818	91359	101901	112442
814-L	75125	86394	97663	108931	120200
815-L	80309	92355	104402	116448	128494
816-L	85850	98728	111605	124483	137360
817-L	91774	105540	119306	133072	146838
818-L	98106	112822	127538	142254	156970
819-L	104875	120606	136338	152069	167800
820-L	112111	128928	145745	162561	179378
821-L	119847	137824	155801	173778	191755
822-L	128116	147334	166551	185769	204986
823-L	136956	157500	178043	198587	219130
824-L	146406	168367	190328	212289	234250
825-L	156508	179984	203461	226937	250413
826-L	167307	192403	217499	242595	267691
827-L	178851	205679	232507	259334	286162
828-L	191192	219871	248550	277228	305907

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

Non-Exempt					
PAY GRADE	Range Minimum	2nd Quartile Minimum	3rd Quartile Minimum (Range Midpoint)	4th Quartile Minimum	Range Maximum
600-N	20008	22309	24610	26911	29212
601-N	20918	23324	25729	28135	30540
602-N	21870	24385	26900	29415	31930
603-N	22865	25495	28124	30754	33383
604-N	23905	26654	29403	32152	34901
605-N	24993	27867	30742	33616	36490
606-N	26130	29135	32140	35145	38150
607-N	27319	30461	33603	36744	39886
608-N	28562	31847	35132	38416	41701
609-N	29862	33296	36731	40165	43599
610-N	31221	34812	38402	41993	45583
611-N	32642	36396	40150	43903	47657
612-N	34127	38052	41976	45901	49825
613-N	35680	39783	43887	47990	52093
614-N	37303	41593	45883	50172	54462
615-N	39000	43485	47970	52455	56940
616-N	40775	45464	50154	54843	59532
617-N	42630	47533	52435	57338	62240
618-N	44570	49696	54821	59947	65072
619-N	46598	51957	57316	62674	68033
620-N	48718	54321	59923	65526	71128
621-N	50935	56793	62650	68508	74365
622-N	53253	59377	65501	71625	77749
623-N	55676	62079	68482	74884	81287
624-N	58209	64903	71597	78291	84985

Exempt					
PAY GRADE	Range Minimum	2nd Quartile Minimum	3rd Quartile Minimum (Range Midpoint)	4th Quartile Minimum	Range Maximum
800-N	28562	32846	37131	41415	45699
801-N	30533	35113	39693	44273	48853
802-N	32640	37536	42432	47328	52224
803-N	34892	40126	45360	50593	55827
804-N	37300	42895	48490	54085	59680
805-N	39874	45855	51836	57817	63798
806-N	42625	49019	55413	61806	68200
807-N	45566	52401	59236	66071	72906
808-N	48710	56017	63323	70630	77936
809-N	52071	59882	67693	75503	83314
810-N	55664	64014	72363	80713	89062
811-N	59505	68431	77357	86282	95208
812-N	63611	73153	82695	92236	101778
813-N	68000	78200	88400	98600	108800
814-N	72692	83596	94500	105403	116307
815-N	77708	89364	101021	112677	124333
816-N	83070	95531	107991	120452	132912
817-N	88802	102122	115443	128763	142083
818-N	94929	109168	123408	137647	151886
819-N	101479	116701	131923	147144	162366
820-N	108481	124753	141026	157298	173570
821-N	115966	133361	150756	168151	185546
822-N	123968	142563	161159	179754	198349
823-N	132522	152400	172279	192157	212035
824-N	141666	162916	184166	205416	226666
825-N	151441	174157	196874	219590	242306
826-N	161890	186174	210457	234741	259024
827-N	173060	199019	224978	250937	276896
828-N	185001	212751	240502	268252	296002
829-N	197766	227431	257096	286761	316426

**O - Healthcare Occupational Group**

Non-Exempt					
PAY GRADE	Range Minimum	2nd Quartile Minimum	3rd Quartile Minimum (Range Midpoint)	4th Quartile Minimum	Range Maximum
600-O	23093	25749	28405	31060	33716
601-O	24144	26921	29697	32474	35250
602-O	25243	28146	31049	33952	36855
603-O	26392	29427	32462	35497	38532
604-O	27593	30766	33940	37113	40286
605-O	28848	32166	35483	38801	42118
606-O	30161	33630	37098	40567	44035
607-O	31533	35159	38786	42412	46038
608-O	32968	36759	40551	44342	48133
609-O	34468	38432	42396	46359	50323
610-O	36036	40180	44325	48469	52613
611-O	37676	42009	46342	50674	55007
612-O	39390	43920	48450	52979	57509
613-O	41182	45918	50654	55390	60126
614-O	43056	48008	52959	57911	62862
615-O	45015	50192	55369	60545	65722
616-O	47063	52475	57888	63300	68712
617-O	49204	54863	60521	66180	71838
618-O	51443	57359	63275	69191	75107
619-O	53784	59969	66155	72340	78525
620-O	56231	62698	69164	75631	82097
621-O	58790	65551	72312	79072	85833
622-O	61465	68534	75602	82671	89739
623-O	64262	71652	79043	86433	93823
624-O	67186	74913	82639	90366	98092
625-O	70243	78321	86399	94477	102555
626-O	73439	81885	90330	98776	107221

Exempt					
PAY GRADE	Range Minimum	2nd Quartile Minimum	3rd Quartile Minimum (Range Midpoint)	4th Quartile Minimum	Range Maximum
800-O	32968	37913	42859	47804	52749
801-O	35243	40530	45816	51103	56389
802-O	37675	43326	48978	54629	60280
803-O	40275	46316	52358	58399	64440
804-O	43054	49512	55970	62428	68886
805-O	46025	52929	59833	66736	73640
806-O	49201	56581	63962	71342	78722
807-O	52596	60486	68375	76265	84154
808-O	56225	64659	73093	81526	89960
809-O	60105	69121	78137	87152	96168
810-O	64252	73890	83528	93165	102803
811-O	68685	78988	89291	99593	109896
812-O	73424	84438	95451	106465	117478
813-O	78490	90264	102037	113811	125584
814-O	83906	96492	109078	121664	134250
815-O	89696	103151	116605	130060	143514
816-O	95885	110268	124651	139033	153416
817-O	102501	117876	133252	148627	164002
818-O	109574	126010	142446	158882	175318
819-O	117135	134705	152276	169846	187416
820-O	125217	144000	162782	181565	200347
821-O	133857	153936	174014	194093	214171
822-O	143093	164557	186021	207485	228949
823-O	152966	175911	198856	221801	244746
824-O	163521	188049	212578	237106	261634
825-O	174804	201025	227245	253466	279686
826-O	186865	214895	242925	270954	298984

627-O	76780	85610	94440	103269	112099
628-O	80273	89505	98736	107968	117199
629-O	83925	93577	103228	112880	122531
630-O	87744	97835	107925	118016	128106

827-O	199759	229723	259687	289650	319614
828-O	213542	245573	277605	309636	341667
829-O	228276	262518	296759	331001	365242
830-O	244027	280631	317235	353839	390443
831-O	260865	299995	339125	378254	417384
832-O	278865	320695	362525	404354	446184
833-O	298107	342823	387539	432255	476971
834-O	318676	366478	414279	462081	509882
835-O	340665	391765	442865	493964	545064
836-O	364171	418797	473423	528048	582674
837-O	389299	447694	506089	564483	622878
838-O	416161	478585	541010	603434	665858
839-O	444876	511608	578339	645071	711802
840-O	475572	546908	618244	689579	760915

**V - Fiscal Occupational Group**

**Non-Exempt**

PAY GRADE	Range Minimum	2nd Quartile Minimum	3rd Quartile Minimum (Range Midpoint)	4th Quartile Minimum	Range Maximum
600-V	21018	23435	25852	28269	30686
601-V	21974	24501	27028	29555	32082
602-V	22974	25616	28258	30900	33542
603-V	24019	26781	29544	32306	35068
604-V	25112	28000	30888	33776	36664
605-V	26255	29274	32294	35313	38332
606-V	27450	30607	33764	36920	40077
607-V	28699	32000	35300	38601	41901
608-V	30005	33456	36906	40357	43807
609-V	31370	34978	38585	42193	45800
610-V	32797	36569	40341	44112	47884
611-V	34289	38232	42176	46119	50062
612-V	35849	39972	44095	48217	52340
613-V	37480	41790	46101	50411	54721
614-V	39185	43691	48198	52704	57210
615-V	40968	45679	50391	55102	59813
616-V	42832	47758	52684	57609	62535
617-V	44781	49931	55081	60230	65380
618-V	46819	52203	57588	62972	68356
619-V	48949	54578	60208	65837	71466
620-V	51176	57061	62947	68832	74717
621-V	53505	59658	65811	71964	78117
622-V	55939	62372	68805	75238	81671
623-V	58484	65210	71936	78661	85387
624-V	61145	68177	75209	82240	89272

**Exempt**

PAY GRADE	Range Minimum	2nd Quartile Minimum	3rd Quartile Minimum (Range Midpoint)	4th Quartile Minimum	Range Maximum
800-V	30005	34506	39007	43507	48008
801-V	32075	36886	41698	46509	51320
802-V	34288	39431	44575	49718	54861
803-V	36654	42152	47650	53148	58646
804-V	39183	45061	50938	56816	62693
805-V	41887	48170	54453	60736	67019
806-V	44777	51494	58210	64927	71643
807-V	47867	55047	62227	69407	76587
808-V	51170	58846	66521	74197	81872
809-V	54701	62906	71112	79317	87522
810-V	58475	67246	76018	84789	93560
811-V	62510	71887	81263	90640	100016
812-V	66823	76847	86870	96894	106917
813-V	71434	82149	92864	103579	114294
814-V	76363	87818	99272	110727	122181
815-V	81632	93877	106122	118366	130611
816-V	87265	100355	113445	126534	139624
817-V	93286	107279	121272	135265	149258
818-V	99723	114682	129640	144599	159557
819-V	106604	122595	138585	154576	170566
820-V	113960	131054	148148	165242	182336
821-V	121823	140097	158370	176644	194917
822-V	130229	149763	169298	188832	208366
823-V	139215	160097	180980	201862	222744
824-V	148821	171144	193468	215791	238114
825-V	159090	182954	206817	230681	254544
826-V	170067	195577	221087	246597	272107
827-V	181802	209072	236343	263613	290883
828-V	194346	223498	252650	281802	310954
829-V	207756	238920	270083	301247	332410

**Short Range Classes**

**Schedule A**

PAY GRADE	Range Minimum	2nd Quartile Minimum	3rd Quartile Minimum (Range Midpoint)	4th Quartile Minimum	Range Maximum
212-Y	8.23	8.48	8.73	8.97	9.22
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 Minimum (Range Midpoint)	4th Quartile Minimum	Range Maximum
110-Z	8.23	8.99	9.76	10.20	11.28
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 Minimum (Range Midpoint)	4th Quartile Minimum	Range Maximum
310-Y	8.23	8.80	9.37	9.93	10.50
323-Y	14.69	15.70	16.72	17.73	18.74

**Schedule B**

PAY GRADE	Range Minimum	2nd Quartile Minimum	3rd Quartile Minimum (Range Midpoint)	4th Quartile Minimum	Range Maximum
310-Z	8.23	9.84	11.44	13.05	14.65

**Training Classes**

PAY GRADE	Hourly Rate
403-A	8.23
404-A	13.90
405-A	15.19
406-A	15.88
408-A	17.87
403-B	11.54
402-C	9.53
403-J	9.91

PAY GRADE	Hourly Rate
405-J	11.84
407-J	13.53
409-J	15.23
410-J	16.91
406-L	27.03
407-O	19.81
410-O	44.12