

ORDINANCE/RESOLUTION REQUEST

Please email requests to the Mayor's Legislative Team
at 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.

Date of Request: **April 7, 2014**

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 #1408 – 2014 Pay Survey Recommendations**

This ordinance request is scheduled to go before Government and Affairs and Finance Committee on **April 16, 2014**.

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. 1408

To: Agency Heads and Employees
From: Nita Mosby Henry, Office of Human Resources Executive Director
Date: March 20, 2014
Subject: Pay Survey 2014 Proposed Change to the Classification and Pay Plan

The proposed changes amend the Classification and Pay Plan. Based upon a market analysis it is recommended that changes be made to the Classification and Pay Plan which includes pay range adjustments and pay grade changes.

Per Career Service Rule 8-43 C), "Pay survey adjustments shall be applied to the occupational groups as established in the Denver Revised Municipal Code." The Denver Revised Municipal Code requires the Mayor and City Council to accept, reject or modify any pay recommendations made by the Career Service Board no later than July 1 of each year. The implementation of the 2014 Pay Survey recommendations shall be consistent with ordinance provisions.

The proposed changes shall be posted on the appropriate bulletin boards, on the OHR Website at <http://www.denvergov.org/PublicNoticesandAnnouncements/ClassificationNotices/tabid/433577/Default.aspx>, and distributed electronically by CCD E-mail.

Public Notice of Changes:

There will be a public hearing held by the Career Service Board for comments on the 2014 Pay Survey recommendations on **Thursday, April 3, 2014, at 5:00 p.m.** at the Webb Municipal Building, 201 W. Colfax Ave., Room 4.G.2.

Anyone wishing to be heard by the Board should call **720-913-5168** no later than **12:00 p.m. on April 2, 2014** to schedule a presentation.

Pay Survey 2014

The Office of Human Resources (OHR) has completed the annual market study of prevailing wages in the Denver metropolitan area. The City Charter and the Denver Revised Municipal Code (DRMC) requires the survey to be completed with the findings and recommendations provided to the Career Service Board, the Mayor, and City Council.

Occupational Group Adjustments

The annual Pay Survey analysis ensures that the City's pay ranges are competitive with comparable jobs in both the Denver metropolitan area and the national markets. When the market data indicates the City's pay for an occupational group has fallen behind the market, OHR recommends a structure increase, or "slide," for the occupational group. If the City's rates are above the market, OHR recommends no change.

The occupational group adjustments are not designed to deliver a pay increase with one exception, when an employee's pay falls below the range minimum of the adjusted pay range, the employee will move to the new range minimum, which will result in an increase. Occupational group adjustments recommended in the 2014 Pay Survey will be effective on July 1, 2014 in accordance with DRMC.

Individual Pay Grade Adjustments

Individual classifications may also be adjusted, or "bumped," to a higher pay grade based on the results of the market analysis. The classification must be 10% - 15% behind the market for at least two consecutive years to be considered for a bump.

A pay increase is granted when a classification is adjusted to a higher pay grade as a result of a Pay Survey recommendation. The pay increase is equal to 4.55% for each pay grade bump upwards. Pay grade adjustments recommended in the 2014 Pay Survey will be effective on January 1, 2015 in accordance with DMRC.

City employees will have the opportunity to comment on the findings at a public hearing before the Career Service Board on April 3, 2014 at 5:00 p.m.

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

Occupational Group Adjustments Effective July 1, 2014

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

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

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

Steps to Determine Recommended Pay Range for Each Classification

The City's pay ranges divided into four segments, called quartiles. Quartiles are used to determine an employee's position within a pay range. The following steps will help you to identify the pay grade assigned to your current classification and the recommended salary range. Each employee's actual classification title and current salary is located on the upper portion of their pay check stub.

1. Locate your classification title in the alphabetical listing on pages 4 through 11.
2. Find the pay grade assigned to your classification listed to the right of the title. The pay grade is composed of three numbers and one letter. The letter indicates the occupational group and the numbers represent the pay grade within the specified occupational group.
3. Proceed to the tables on pages 12 through 16 to locate the pay table that corresponds with your occupational group.
4. Locate the pay grade within the table.

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

Job Title	Pay Grade
Architect	813-E
Art Museum Marketing And Public Relations Representative	805-A
Asphalt Plant Operator	616-J
Assessment Hearings Officer	821-L
Assessment Information Technician	612-V
Assistant Chief Paramedic	813-O
Assistant City Attorney - Associate	815-L
Assistant City Attorney - Division Director	823-L
Assistant City Attorney - Entry	813-L
Assistant City Attorney - Section Supervisor	822-L
Assistant City Attorney - Senior	820-L
Assistant City Attorney - Specialist	821-L
Assistant Director of Museum Security and Safety	612-N
Assistant Director of Parks	812-A
Assistant Director Telecommunications	810-A
Assistant District Attorney	824-L
Assistant Golf Course Superintendent	618-J
Assistant Golf Professional	803-A
Associate Accountant	806-V
Associate Administrator	810-A
Associate Agency Budget Analyst	807-V
Associate Buyer	808-A
Associate City Inspector	617-N
Associate City Planner	811-E
Associate Closed Circuit Television Technician	614-J
Associate Data Architect	813-I
Associate Deputy District Attorney	815-L
Associate Development Project Coordinator	810-E
Associate Director of Physician Services	826-O
Associate Director of Technical Physician Services	828-O
Associate Enterprise Resource Planning Developer	812-I
Associate Enterprise Resource Planning Systems Analyst	812-I
Associate Financial Management Analyst	808-V
Associate Heavy Equipment Mechanic	616-J
Associate Human Resources Professional	807-A
Associate Information Technology Developer	811-I
Associate Information Technology Systems Administrator	811-I
Associate Information Technology Systems Analyst	811-I
Associate Information Technology Technician	617-I
Associate Parks Landscape Planner	810-E
Associate Plans Review Technician	622-E
Associate Probation Officer	620-N
Associate Real Property Appraiser	806-V
Associate Statistical Researcher	807-A
Associate Surveying Technician	620-E
Attorney Intern	406-L
Automotive Body Repair Supervisor	810-J
Automotive Service Center Supervisor	810-J
Automotive Service Technician	612-J
Aviation Customer Service Agent	613-C
Aviation Customer Service Manager	809-C

Job Title	Pay Grade
Aviation Customer Service Supervisor	807-C
Aviation Electrical Superintendent	813-J
Aviation Electrical/Electronic Support Engineer	813-E
Aviation Emergency Dispatcher	615-A
Aviation Land Administrator	810-A
Aviation Noise Abatement Officer	626-E
Aviation Noise Abatement Supervisor	815-E
Aviation Operations Representative	615-A
Aviation Operations Representative Supervisor	807-A
Aviation Painting Supervisor	809-J
Aviation Planning Administrator	816-E
Aviation Security Agent	613-C
Aviation Security Technician	613-A
Behavioral Health Technician	605-O
Bibliographic Technician	610-C
Boating Ranger	323-Y
Body Repair Worker	618-J
Booking Coordinator	807-A
Booking Specialist	809-A
Branch Manager	808-A
Building and Grounds Supervisor	804-J
Building Engineer	620-J
Business Development Associate I	614-A
Business Development Associate II	806-A
Business Development Representative I	808-A
Business Development Representative II	810-A
Business Development Supervisor	808-A
Business License Inspector	615-N
Buyer Supervisor	813-A
Cardiopulmonary Technologist	618-O
Carpenter	617-J
Case Management Coordinator I	611-A
Case Management Coordinator II	612-A
Case Management Coordinator III	613-A
Case Management Supervisor I	807-A
Case Management Supervisor II	808-A
Catalog Librarian	805-A
Cataloging Assistant	612-A
Cement Finisher	617-J
Central Supply Lead Technician	607-J
Central Supply Supervisor	804-J
Central Supply Technician	610-J
Certified Public Accountant I	616-V
Certified Public Accountant II	808-V
Certified Public Accountant III	811-V
Certified Public Accountant IV	813-V
Certified Sterile Processing Technician	610-J
Chemist	810-E
Chief Combination Inspector	812-J
Chief Deputy District Attorney	822-L
Chief Inspector	809-N
Chief Medical Examiner/Coroner	827-O
Chief Paramedic	815-O
Chief Trades Inspector	810-J
Child Support Assistant	613-C
Child Support Enforcement Technician	616-L
Children's Librarian	805-A
City Controller	819-V

Job Title	Pay Grade
City Council Aide I	804-A
City Council Aide II	805-A
City Council Aide III	810-A
City Council Clerk	808-A
City Council Legislative Analyst	812-A
City Engineer	824-E
City Forester	813-A
City Inspector	615-N
City Librarian	819-A
City Surveyor	817-E
Civil And Criminal Investigator	620-L
Claims Adjuster I	614-A
Claims Adjuster II	806-A
Clinical Care Associate	608-O
Clinical Care Technician	605-O
Clinical Nurse Educator	810-O
Clinical Nurse Specialist	812-O
Clinical Social Work Team Leader	807-O
Collection Specialist	807-A
Collections Investigator	616-N
Combination Inspector I	622-J
Combination Inspector II	624-J
Community Development Associate	806-A
Community Development Representative I	808-A
Community Development Representative II	810-A
Community Relations Consultant	807-A
Community Relations Ombudsman	807-A
Computer Aided Drafting Technician	620-E
Computer Operator	613-I
Concession And Asset Supervisor	811-A
Construction And Maintenance Supervisor	810-J
Construction Inspector	621-J
Contact Center Director	813-A
Contact Center Operations Manager	809-A
Content Developer	807-A
Contract Administration Supervisor	810-A
Contract Administrator	808-A
Contract Compliance Coordinator	806-A
Contract Compliance Supervisor	808-A
Contract Compliance Technician	614-A
Cook	605-J
Cooperative Education Trainee	402-C
Copy Center Operator	611-C
Coroner's Investigator	623-N
Correctional Institution Food Manager	807-J
Cost Estimator Analyst	809-A
County Court Magistrate	816-L
County Court Marshal	619-N
County Court Marshal Supervisor	809-N
County Court Parking Magistrate	619-L
Court Division Supervisor	810-A
Court Interpreter	619-A
Crew Supervisor	620-J
Crime Scene Investigator I	618-E
Crime Scene Investigator II	621-E
Crime Scene Supervisor	627-E
Criminal Justice Transcriptionist	614-C
Critical Care Respiratory Specialist	807-O
Custodial Services Supervisor	803-J

Job Title	Pay Grade
Custodial Supervisor	801-J
Custodial Trainee	403-J
Custodian	606-J
Cytotechnologist	808-O
Data Team Administrator	809-I
Database Administrator	813-I
Database Administrator I	622-I
Database Administrator II	812-I
Database Administrator III	814-I
Dental Assistant	604-O
Dentist	807-O
Deputy City Attorney	824-L
Deputy Director Emergency Preparedness	809-A
Deputy District Attorney	813-L
Deputy Executive Director of Aviation	823-A
Deputy Manager of Aviation	821-A
Deputy Manager of General Service for Theatres and Arenas	815-A
Deputy Manager Parks And Recreation	817-A
Deputy Monitor	810-A
Deputy Public Trustee	808-A
Development and Planning Supervisor	815-E
DHS Customer Service Agent	613-C
DIA Stationary Engineer	621-J
Diagnostic Imaging Supervisor	810-O
Diagnostic Imaging Technologist	619-O
Digital Imaging Technician	613-A
Director	816-A
Director	819-E
Director of Airport Planning and Noise	819-E
Director of Airside Operations	816-A
Director of Aviation Operations	816-A
Director of Aviation Security	816-A
Director of Community Relations	812-A
Director of Emergency Communication Center	817-A
Director of Employee Assistance	813-A
Director of Environmental Programs	819-E
Director of Facilities Management	816-A
Director of Fleet Maintenance	816-A
Director of Golf	816-A
Director of IT Customer Relationships	820-I
Director of Natural Resources	815-A
Director of Parks	816-A
Director of Purchasing	816-A
Director of Recreation	814-A
Director of Solid Waste	817-A
Director of Street Maintenance	817-A
Director of the Denver Office Economic Development	820-A
Director of Traffic Operations	817-A
Director Special Programs	813-A
Diversion Officer Supervisor	810-N
Diversion/Criminal Justice Officer	620-N
Economic Crime Specialist	612-N
Economic Development Specialist - Business Development	808-V
Economic Development Supervisor	810-A
Education Program Assistant	615-A
Education Program Coordinator	806-A

Job Title	Pay Grade
Election Equipment and Supply Technician	616-J
Elections Division Assistant	617-A
Elections Support Assistant	613-C
Electrical Inspector	621-J
Electrical Maintenance Worker	616-J
Electrical Supervisor	810-J
Electrician	621-J
Electronic Monitoring Probation Officer	621-N
Electronic Monitoring Probation Officer - Lead	622-N
Electronic Systems Technician	621-J
Electronics Technician Supervisor	810-J
Emergency Communications Operator	616-N
Emergency Management Coordinator	808-A
Emergency Service Patrol Team Leader	610-O
Emergency Service Technician	609-O
Employee Assistant Counselor	806-A
Engineer	813-E
Engineer/Architect Director	821-E
Engineer/Architect Executive	823-E
Engineer/Architect Manager	819-E
Engineer/Architect Specialist	817-E
Engineer/Architect Supervisor	817-E
Engineering Associate	619-E
Entertainment Production Coordinator	808-A
Environmental Public Health Analyst I	621-E
Environmental Public Health Analyst II	812-E
Environmental Public Health Investigator I	618-E
Environmental Public Health Investigator II	809-E
Environmental Public Health Investigator III	810-E
Environmental Public Health Manager	815-E
Environmental Public Health Program Administrative	813-E
Environmental Public Health Program Supervisor	812-E
Equipment Operator	613-J
Equipment Operator Specialist	614-J
ERP Applications Administrator I	812-I
ERP Applications Administrator II	814-I
Events Coordinator	804-A
Executive	819-A
Executive	824-I
Executive Assistant I	615-A
Executive Assistant II	616-A
Executive Assistant III	617-A
Executive Assistant To The Mayor	807-A
Executive Director	818-A
Executive Director - City Council Staff	816-A
Executive Director - Civil Service Commission	814-A
Executive Director of Human Resources	821-A
Executive Manager	817-A
Executive Manager	818-V
Executive Manager	820-E
Executive Manager	822-I
Executive Officer	816-A
Executive Secretary Mayor	805-A
Exhibition Designer	616-A
Facilities Superintendent	813-J
Facility Maintenance Technician	616-J
Field Superintendent	813-J

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

Job Title	Pay Grade
Human Service Advocate	610-A
Human Service Supervisor	803-A
Imaging Operations Supervisor	811-O
Information Display Technician	619-J
Information Security Manager	816-I
Information Security Specialist	814-I
Information Technology Communications Technician	624-I
Information Technology Director	820-I
Information Technology Executive	822-I
Information Technology Manager	816-I
Information Technology Project Manager	814-I
Information Technology Systems Architect	816-I
Information Technology Technical Writer	811-I
Information Technology Technician Supervisor	812-I
Institution Food Steward	613-J
Institution Food Steward Supervisor	616-J
Internal Audit Supervisor	813-V
Interpreter Coordinator	808-A
Investigations Technician	620-L
Investigative Legal Research Assistant	624-L
Investigator Supervisor	812-N
IT Program Manager	817-I
IT Project Manager I	811-I
IT Project Manager II	813-I
IT Project Manager III	815-I
Judicial Assistant I	613-C
Judicial Assistant II	615-C
Judicial Assistant III	617-C
Judicial Assistant IV	619-L
Laboratory Technician	610-O
Land Surveyor	812-E
Land Surveyor Supervisor	814-E
Landscape Architect Supervisor	815-E
Landside Service Agent I	612-N
Landside Service Agent II	616-N
Landside Service Supervisor	807-N
Laundry Supervisor	608-J
Laundry Worker	603-J
Lead Addictions Counselor	615-O
Lead Building Engineer	621-J
Lead Case Management Coordinator	613-A
Lead Custodian	607-J
Lead Customer Service Agent	615-C
Lead Elections Support Assistant	614-C
Lead Emergency Communications Operator	617-N
Lead Fingerprint Technician	616-N
Lead Heavy Equipment Mechanic	619-J
Lead Information Technology Technician	620-I
Lead Internal Auditor	811-V
Lead Park Ranger	621-N
Lead Payroll Associate	808-V
Lead Pharmacist	816-O
Lead Property & Evidence Technician	615-N
Lead Radiographic Support Technician	606-O
Lead Social Case Worker	807-A
Lead Tax Auditor	811-V
Lead Team Decision Making Coordinator	808-A
Lead Utilization Management Coordinator	808-A

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

Job Title	Pay Grade
Museum Dock Officer	609-N
Museum Security Officer	608-N
National Crime Information Center Agent	615-N
Network Administrator I	622-I
Network Administrator II	812-I
Network Engineer	814-I
Nuclear Medicine Technologist	622-O
Nurse Practitioner	812-O
Nursing Administrator	811-O
Nursing Aide	605-O
Nursing Clinical Coordinator	810-O
Nursing Operations Manager	815-O
Nursing Program Manager	812-O
Nutritionist	804-O
Office Occupations Trainee	402-C
Operational Supervisor I	808-A
Operational Supervisor I	808-V
Operational Supervisor II	810-A
Operations Assistant	613-A
Operations Coordinator	808-A
Operations Supervisor	810-J
Outreach Case Coordinator	613-A
Outreach Case Coordinator Supervisor	807-A
Outreach Librarian	806-A
Outreach Specialist	807-A
Painter	616-J
Paralegal I	618-L
Paralegal II	620-L
Paralegal III	623-L
Paramedic	618-O
Paramedic Dispatch Supervisor	623-N
Paramedic Dispatcher	620-N
Paramedic Field Supervisor	809-O
Paramedic Fleet Supervisor	810-O
Paramedic Operations Supervisor	810-O
Park Horticulturist	613-J
Park Seasonal Laborer	225-Y
Parking Meter Collector	610-J
Parking/Speeding Enforcement Supervisor	808-N
Parks and Recreation Ranger	614-N
Parks Intern I	405-J
Parks Intern II	407-J
Parks Intern III	409-J
Payroll Accountant	809-V
Payroll Associate	615-V
Payroll Supervisor	811-V
Permit Supervisor	808-E
Personal Property Analyst I	612-V
Personal Property Analyst II	614-V
Personal Property Analyst III	616-V
Pharmacist	815-O
Pharmacy Technician	606-O
Photo Enforcement Agent	615-N
Physical Therapist	808-O
Physician	821-O
Plans Review Engineer	816-E
Plans Review Supervisor	813-E
Plans Review Technician	620-E
Plumber	620-J

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

Job Title	Pay Grade
Safety and Industrial Hygiene Supervisor	811-A
Section Manager of Aviation Operations	814-A
Security Officer	609-N
Security Specialist	613-N
Security Supervisor	803-N
Selection Librarian	805-A
Senior Accountant	808-V
Senior Agency Budget Analyst	809-V
Senior Arboreal Inspector	621-N
Senior Architect	816-E
Senior Aviation Security Agent	614-C
Senior Biomedical Equipment Technician	622-J
Senior Branch Librarian	807-A
Senior Buyer	810-A
Senior Catalog Librarian	807-A
Senior Chief Deputy District Attorney	823-L
Senior City Inspector	619-N
Senior City Planner	813-E
Senior Clinical Care Associate	610-O
Senior Clinical Social Worker	805-O
Senior Closed Circuit Television Technician	618-J
Senior Cost Estimator Analyst	811-A
Senior Criminal/Civil Investigator	624-L
Senior Data Architect	815-I
Senior Deputy District Attorney	820-L
Senior Deputy Monitor	815-A
Senior Development Project Coordinator	812-E
Senior Director of Aviation Infrastructure Management	818-A
Senior Engineer	816-E
Senior Engineer/Architect Manager	820-E
Senior Engineering Associate	811-E
Senior Enterprise Resource Planning Developer	814-I
Senior Enterprise Resource Planning Systems Analyst	814-I
Senior Environmental Public Health Program Administrator	814-E
Senior Equipment Repair Technician	616-J
Senior Exhibition Designer	807-A
Senior Financial Management Analyst	810-V
Senior Geographic Information System Analyst	809-I
Senior Human Resources Professional	809-A
Senior Information Technology Developer	813-I
Senior Information Technology Manager	818-I
Senior Information Technology Systems Administrator	813-I
Senior Information Technology Systems Analyst	813-I
Senior Information Technology Technician	619-I
Senior Internal Auditor	810-V
Senior Laboratory Technician	613-O
Senior Landscape Architect	813-E
Senior Occupational Therapist	807-O
Senior Payroll Associate	807-V
Senior Physical Therapist	811-O
Senior Physician	825-O
Senior Plans Review Technician	625-E

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

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

Job Title	Pay Grade
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	813-E
Wastewater Quality Control Supervisor	809-E
Wastewater Quality Technician	616-E
Wastewater Systems Data Investigator	617-N
Water Quality Investigator	619-N
Webmaster	811-I
Welder	618-J
Work Release Technician	614-A
Workers' Compensation Claims Supervisor	810-A
Workers' Compensation Registered Nurse	810-O
Youth Counselor	615-A
Youth Counselor Supervisor	807-A
Youth Worker	610-A
Zoo Area Supervisor	806-A
Zoo Commissary Worker	608-J
Zoo Veterinary Technician	613-O
Zookeeper	613-A

