

ORDINANCE/RESOLUTION REQUEST

Please email requests to the Mayor's Legislative Team
at MileHighOrdinance@DenverGov.org by **12:00pm 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 9, 2012**

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 #1363 – 2012 Pay Survey Recommendations:**

Career Service Authority respectfully requests that this go before Government and Affairs and Finance Committee on **May 4, 2012**.

3. **Requesting Agency:** Career Service Authority

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

- **Name:** Alena Martinez
- **Phone:** 720-913-5726
- **Email:** alena.martinez@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:** Bruce Backer/Blair Malloy
- **Phone:** 720-913-5643/720-913-5631
- **Email:** bruce.backer@denvergov.org/blair.malloy@denvergov.org

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

1. **Classification Notice #1363 – 2012 Pay Survey Recommendation** of changes to the Classification and Pay Plan for City employees. Occupational group structure adjustments will be effective on July 1, 2012 and the annual cost impact for the occupational group structure adjustments is \$509,752. Pay grade changes will be effective on January 1, 2013 and the annual cost impact is \$1,442,746. The overall cost impact on the 2011 budget is \$254,876, and the overall cost impact on the 2013 budget is \$1,952,499. See attached Class Notice #1363 - 2012 Pay Survey Recommendations.

Please include the following:

- a. Duration:**
- b. Location:**
- c. Affected Council District:**
- d. Benefits:**
- e. Costs:**

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. 1363

To: Agency Heads and Employees
From: Nita Mosby Henry, CSA Executive Director
Date: March 15, 2012
Subject: Pay Survey 2012 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 2012 Pay Survey recommendations shall be consistent with ordinance provisions.

The proposed changes shall be posted on the appropriate bulletin boards, on the CSA 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 2012 Pay Survey recommendations on **Thursday, April 5, 2012, 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 noon the day before the hearing to schedule a presentation.

Pay Survey 2012

Career Service Authority (CSA) 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.

The 2012 Pay Survey recommendations are listed on pages 3 - 4. The recommendations include adjustments to 10 of the occupational groups and pay grade bumps for 34 individual classifications.

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, CSA recommends a structure increase, or "slide," for the occupational group. If the City's rates are above the market, CSA 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 2012 Pay Survey will be effective on July 1, 2012 in accordance with DRMC.

Individual Classification Bumps

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 "bumped" to a higher pay grade as a result of a pay survey adjustment. The pay increase is equal to 4.55% for each pay grade bump upwards. Pay grade bumps recommended in the 2012 Pay Survey will be effective on January 1, 2013 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 5, 2012 at 5:00 p.m.

Merit (Performance) Increases

Pay increases are granted based on individual employee performance as assessed through the annual Performance Enhancement Program (PEP). The amount of the potential merit increase is based on the employee's overall performance rating and the employee's location in the pay range.

Occupational Group Consolidation Initiative

In 2012, CSA is implementing a recommendation from the 2011 Pay Survey audit, which is to reduce the number of occupational groups in the City's Classification and Pay Plan. Two occupational groups were identified for consolidation: (G) Art, Design, Recreation, Media, and Entertainment and (S) General Support Services. Classifications in the occupational groups listed above will be moved into an existing occupational group within the City's Classification and Pay Plan and these groups will be abolished from the classification and pay plan.

Pay grade recommendations for impacted classifications are based on one or more of the following: 1) a comparison of range minimums (between the current occupational group and the proposed occupational group), 2) market data, and/or 3) internal relationships to other city classifications.

Benefits of Consolidation

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

- Consolidation of occupational groups will allow CSA to better maintain internal equity among classifications typically used within a department/agency;
- The City's Classification and Pay Plan will be better aligned with compensation best practices;
- The annual Pay Survey process will be simplified and streamlined; and
- The number of benchmark classifications will increase in the remaining occupational groups and strengthening the relationship between the City's classifications and the market.

If you have any questions about the 2012 Pay Survey results, merit increases, the Occupational Group Consolidation Initiative, or want to schedule a briefing by the CSA staff, you can contact Blair Malloy at 720-913-5631 or Melissa Fisher at 720-913-5663.

Classifications Recommended for a Pay Grade Bump Effective 1/1/2013

Classification	Job Code	From	To
E -- Engineering & Science			
Associate Plans Review Technician	CE1651	618-E	622-E
Plans Review Supervisor	CE2229	810-E	813-E
Plans Review Technician	CE0425	616-E	620-E
Senior Plans Review Technician	CE1429	621-E	625-E
H -- Health Technical & Related Support			
Addictions Counselor Level II	CH2286	615-H	616-H
Addictions Counselor Level III	CH2287	617-H	618-H
Cytotechnologist	CH0516	811-H	812-H
Lead Addictions Counselor	CH2288	619-H	621-H
Mammography Technologist	CH0532	625-H	626-H
Paramedic Field Supervisor	CH2275	810-H	812-H
I -- Information Technology			
Information Technology Communications Technician	CI1660	621-I	624-I
Information Technology Technician Supervisor	CI1661	810-I	812-I
N -- Enforcement, Compliance and Protective Service			
Animal Control Investigation Supervisor	CN1808	806-N	807-N
Animal Control Investigator	CN1809	613-N	615-N
Lead Animal Control Investigator	CN2454	614-N	616-N
Parking/Speeding Enforcement Supervisor	CN1984	807-N	808-N
Photo Enforcement Agent	CN2259	613-N	615-N
Vector Control Inspector	CN2087	615-N	617-N
Vehicle Boot Investigator	CN2088	616-N	618-N
O -- Health Professional			
Clinical Nurse Educator	CO1598	813-O	814-O
Clinical Nurse Specialist	CO0564	815-O	816-O
Lead Pharmacist	CO0581	819-O	820-O
Nurse Practitioner	CO0590	815-O	816-O
Nursing Program Manager	CO0595	815-O	816-O
Pharmacist	CO0600	818-O	819-O
Physical Therapist	CO0602	810-O	812-O
Quality Improvement Nurse	CO0610	811-O	812-O
Recreational Therapist	CO0612	807-O	809-O
Senior Occupational Therapist	CO0618	810-O	811-O
Senior Quality Improvement Nurse	CO0629	812-O	813-O
Senior Speech Therapist	CO0623	809-O	811-O
Speech Therapist	CO0627	809-O	810-O
T -- Trades			
Turf Equipment Mechanic	CT0217	615-T	618-T
Turf Equipment Mechanic Supervisor	CT0218	808-T	810-T

Occupational Group Adjustments Effective 7/1/2012

Occupational Group		Proposed Average Occupational Group Adjustment
A	Professional	1.27%
C	Clerical & Support Services	3.20%
D	Doctors	0.46%
E	Engineering & Science	2.05%
H	Health Technical & Related Support	0.23%
I	Information Technology	0%
J	Labor	0%
L	Legal	0.61%
N	Enforcement, Compliance, & Protective Service	3.28%
O	Health Professional	0.46%
T	Trades	0.21%
V	Fiscal	0.53%
Y & Z	Short Range & Community Rate	1.27%

Steps to Determine Recommended Pay Range for Each Classification

The City's pay ranges divided into quartiles, or four segments. Quartiles are used to determine the potential merit (performance) increase an employee may receive based on the rating from his/her annual Performance Enhancement Program Report.

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 the pay check stub.

Step One: Locate your classification title in the alphabetical listing on pages 4 through 10.

Step Two: 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.

Step Three: Proceed to the tables on pages 11 through 17 to locate the pay table that corresponds with your occupational group.

Step Four: Locate the pay grade within the table.

Class Title	Pay Grade	Class Title	Pay Grade
311 Analyst/Trainer	809-A	Administrative Support Assistant II	608-C
311 Customer Service Agent	613-C	Administrative Support Assistant III	610-C
311 Customer Service Specialist	614-C	Administrative Support Assistant IV	613-C
311 Operations Assistant	613-A	Administrative Support Assistant V	614-C
Accounting Assistant I	612-V	Administrator I	810-A
Accounting Assistant II	613-V	Administrator I	812-V
Accounting Supervisor	811-V	Administrator I	815-I
Accounting Technician	613-V	Administrator II	812-A
Activities Leader I – Non-Certified	118-Z	Administrator II	814-V
Activities Leader II – Certified	123-Z	Administrator II	817-I
Addictions Counselor, Level II	615-H	Administrator III	814-A
Addictions Counselor, Level III	617-H	Administrator III	816-V
Administrative Assistant	803-A	Administrator III	819-I
Administrative Assistant to the Mayor	812-A	Advanced Lifeguard	113-Z
Administrative Officer	814-A	Advanced Physician	824-D
Administrative Support Assistant I	605-C	Advanced Poison Information Specialist	812-O

Class Title	Pay Grade	Class Title	Pay Grade
Advanced Registered Nurse	812-O	Associate Statistical Researcher	807-A
Advanced Technical Physician	827-D	Associate Surveying Technician	617-E
Agency Controller	815-V	Attorney Intern	406-L
Agency Human Resources Director	813-A	Automotive Body Repair Supervisor	810-T
Agency Trainer	807-A	Automotive Service Center Supervisor	807-T
Agency Training Supervisor	809-A	Automotive Service Technician	612-T
Americans with Disabilities Act Compliance Officer	809-A	Aviation Customer Service Agent	613-C
Anesthesia Technician	610-H	Aviation Customer Service Manager	809-C
Animal Care Attendant	607-J	Aviation Customer Service Supervisor	807-C
Animal Care Supervisor	609-J	Aviation Electrical Superintendent	812-T
Animal Control Investigation Supervisor	806-N	Aviation Electrical/Electronic Support Engineer	813-E
Animal Control Investigator	613-N	Aviation Emergency Dispatcher	615-C
Appellate Legal Research Assistant	625-L	Aviation Land Administrator	810-A
Appraisal Data Collector	608-V	Aviation Noise Abatement Officer	621-E
Aquatics Coordinator	617-A	Aviation Noise Abatement Supervisor	812-E
Arboreal Inspector	619-N	Aviation Operations Manager	811-A
Arborist	809-N	Aviation Operations Representative	613-A
Architect	813-E	Aviation Operations Representative Supervisor	806-A
Art Museum Marketing and Public Relations Representative	805-A	Aviation Painting Supervisor	809-T
Asphalt Plant Operator	616-J	Aviation Planning Administrator	816-E
Assessment Hearings Officer	820-L	Aviation Security Technician	613-A
Assessment Information Technician	612-V	Behavioral Health Technician	611-H
Assistant Aviation Operations Manager	619-A	Bibliographic Technician	610-C
Assistant Chief of Operations	813-A	Boating Ranger	323-Y
Assistant City Attorney - Associate	814-L	Body Repair Worker	619-T
Assistant City Attorney - Division Director	822-L	Booking Coordinator	807-A
Assistant City Attorney - Entry	812-L	Booking Specialist	809-A
Assistant City Attorney - Section Supervisor	821-L	Branch Manager	808-A
Assistant City Attorney - Senior	818-L	Business Development Associate I	614-A
Assistant City Attorney - Specialist	820-L	Business Development Associate II	806-A
Assistant Director of Museum Security and Safety	612-N	Business Development Representative I	808-A
Assistant Director of Parks	812-A	Business Development Representative II	810-A
Assistant District Attorney	821-L	Business Development Supervisor	808-A
Assistant Golf Professional	803-A	Business License Inspector	615-N
Associate Accountant	806-V	Buyer Supervisor	811-A
Associate Administrator	810-A	Cardiopulmonary Technologist	624-H
Associate Agency Budget Analyst	807-V	Carpenter	616-T
Associate Buyer	806-A	Case Management Coordinator I	615-H
Associate City Inspector	617-N	Case Management Coordinator II	616-H
Associate City Planner	809-E	Case Management Coordinator III	617-H
Associate Closed Circuit Television Technician	614-J	Case Management Supervisor I	808-H
Associate Deputy District Attorney	814-L	Case Management Supervisor II	810-H
Associate Development Project Coordinator	808-E	Catalog Librarian	805-A
Associate Director of Physician Services	828-D	Cataloging Assistant	612-A
Associate Director of Technical Physician Services	831-D	Cement Finisher	616-T
Associate Enterprise Resource Planning Developer	812-I	Central Supply Lead Technician	607-J
Associate Enterprise Resource Planning Systems Analyst	812-I	Central Supply Supervisor	801-J
Associate Financial Management Analyst	808-V	Central Supply Technician	606-J
Associate Heavy Equipment Mechanic	617-T	Certified Public Accountant I	616-V
Associate Human Resources Professional	807-A	Certified Public Accountant II	808-V
Associate Information Technology Developer	811-I	Certified Public Accountant III	811-V
Associate Information Technology Systems Administrator	811-I	Certified Public Accountant IV	813-V
Associate Information Technology Systems Analyst	811-I	Certified Sterile Processing Technician	606-J
Associate Information Technology Technician	617-I	Chemist	810-E
Associate Parks Landscape Planner	810-E	Chief Deputy District Attorney	820-L
Associate Plans Review Technician	618-E	Chief Inspector	809-N
Associate Probation Officer	620-N	Chief Medical Examiner/Coroner	828-D
Associate Real Property Appraiser	806-V	Chief Paramedic	818-H
		Chief Trades Inspector	811-T
		Child Support Assistant	613-C
		Child Support Enforcement Technician	616-L
		Children's Librarian	805-A
		City Controller	818-V
		City Council Aide I	803-A
		City Council Aide II	805-A
		City Council Aide III	810-A

Class Title	Pay Grade	Class Title	Pay Grade
City Council Clerk	808-A	Deputy Manager of Aviation for Finance and Administration	819-A
City Council Legislative Analyst	812-A	Deputy Manager of Aviation for Maintenance, Planning & Engineering	819-A
City Forester	813-A	Deputy Manager of Aviation for Operations	819-A
City Inspector	615-N	Deputy Manager of General Services for Theatres and Arenas	815-A
City Surveyor	817-E	Deputy Manager of Parks and Recreation	817-A
Claims Adjuster I	614-A	Deputy Monitor	810-A
Claims Adjuster II	806-A	Deputy Public Trustee	808-A
Clinical Care Associate	614-H	Development and Planning Supervisor	813-E
Clinical Care Technician	611-H	DHS Customer Service Agent	613-C
Clinical Nurse Educator	813-O	Diagnostic Imaging Supervisor	812-H
Clinical Nurse Specialist	815-O	Diagnostic Imaging Technologist	623-H
Clinical Social Work Team Leader	810-O	Digital Imaging Technician	613-A
Collection Development Manager	810-A	Director of Aviation Maintenance	817-A
Collections Investigator	616-N	Director of Community Relations	812-A
Collections Specialist	807-A	Director of Employee Assistance	813-A
Combination Inspector I	622-T	Director of Excise and Licenses	812-A
Combination Inspector II	624-T	Director of IT Customer Relationships	820-I
Combination Inspector III	812-T	Director of the Mayor's Office of Economic Development	820-A
Community Development Associate	806-A	Diversion Officer Supervisor	810-N
Community Development Representative I	808-A	Diversion/Criminal Justice Officer	620-N
Community Development Representative II	810-A	Economic Crime Specialist	612-N
Community Relations Consultant	807-A	Economic Development Specialist-Business Development	808-V
Community Relations Ombudsman	807-A	Economic Development Supervisor	810-A
Computer Aided Drafting Technician	620-E	Education Program Assistant	615-A
Computer Operator	613-I	Education Program Coordinator	806-A
Concession and Asset Supervisor	811-A	Election Division Assistant	617-A
Construction and Maintenance Supervisor	811-T	Election Equipment and Supply Technician	616-J
Construction Inspector	621-T	Election Support Assistant	613-C
Contact Center Director	813-A	Electrical Inspector	621-T
Contact Center Operations Manager	809-A	Electrical Maintenance Worker	616-T
Content Developer	807-A	Electrical Supervisor	810-T
Contract Administration Supervisor	810-A	Electrician	620-T
Contract Administrator	808-A	Electronic Monitoring Probation Officer	621-N
Contract Compliance Coordinator	806-A	Electronic Monitoring Probation Officer – Lead	622-N
Contract Compliance Supervisor	808-A	Electronic Systems Technician	620-T
Contract Compliance Technician	614-A	Electronics Technician Supervisor	810-T
Cook	605-J	Emergency Communications Operator	616-N
Cooperative Education Trainee	402-C	Emergency Management Coordinator	808-A
Copy Center Operator	611-C	Emergency Service Patrol Team Leader	616-H
Coroner's Investigator	623-N	Emergency Service Technician	615-H
Correctional Institution Food Manager	807-J	Employee Assistance Counselor	808-O
Cost Estimator Analyst	809-A	Engineer	813-E
County Court Marshal	619-N	Engineer/Architect Specialist	817-E
County Court Marshal Supervisor	809-N	Engineer/Architect Supervisor	817-E
County Court Parking Magistrate	619-L	Engineering Associate	617-E
Court Division Supervisor	810-A	Entertainment Production Coordinator	808-A
Court Interpreter	619-A	Environmental Public Health Analyst I	621-E
Crew Supervisor	620-J	Environmental Public Health Analyst II	812-E
Criminal Justice Transcriptionist	614-C	Environmental Public Health Investigator I	618-E
Critical Care Respiratory Specialist	810-H	Environmental Public Health Investigator II	809-E
Custodial Services Supervisor	803-J	Environmental Public Health Manager	815-E
Custodial Supervisor	801-J	Environmental Public Health Program Administrator	813-E
Custodial Trainee	403-J	Environmental Public Health Program Supervisor	812-E
Custodian	606-J	Equipment Operator	613-J
Cytotechnologist	811-H	Equipment Operator Specialist	614-J
Data Team Administrator	809-I	ERP Applications Administrator I	812-I
Database Administrator	813-I	ERP Applications Administrator II	814-I
Dental Assistant	610-H	Events Coordinator	804-A
Dentist	819-D	Executive	819-A
Department Controller	817-V		
Deputy City Attorney	824-L		
Deputy Director of Emergency Preparedness	809-A		
Deputy District Attorney	811-L		
Deputy Manager of Aviation for Air Service Development, Marketing and Public/Government Affairs	817-A		

Class Title	Pay Grade	Class Title	Pay Grade
Executive	824-I	Hotline Operator	613-C
Executive Assistant I	613-A	Human Resources Specialist	811-A
Executive Assistant II	614-A	Human Resources Supervisor	812-A
Executive Assistant III	615-A	Human Resources Support Technician	614-A
Executive Assistant to the Mayor	807-A	Human Resources Technician	615-A
Executive Director	818-A	Human Resources Technician Supervisor	808-A
Executive Director - City Council Staff	816-A	Human Service Advocate	613-H
Executive Director - Civil Service Commission	814-A	Human Service Supervisor	805-H
Executive Manager	817-A	Imaging Operations Supervisor	813-H
Executive Manager	820-E	Information Display Technician	620-T
Executive Manager	822-I	Information Security Manager	815-I
Executive Manager	818-V	Information Technology Communications Technician	621-I
Executive Officer	816-A	Information Technology Division Director	817-I
Executive Secretary to the Mayor	805-A	Information Technology Project Manager	814-I
Exhibition Designer	616-A	Information Technology Supervisor	816-I
Facilities Superintendent	812-T	Information Technology Systems Architect	815-I
Facility Maintenance Technician	616-T	Information Technology Technical Writer	807-I
Field Superintendent	814-J	Information Technology Technician Supervisor	810-I
Financial Management Specialist	812-V	Institution Food Steward	613-J
Fingerprint Identification Clerk	612-N	Institution Food Steward Supervisor	616-J
Fingerprint Technician	615-N	Internal Audit Supervisor	813-V
Fire Protection Engineer	816-E	Interpreter Coordinator	808-A
Fire Protection Supervisor	817-E	Investigations Technician	620-L
Fitness Instructor I – Non-Certified	118-Z	Investigative Legal Research Assistant	624-L
Fitness Instructor II – Certified	123-Z	Investigator Supervisor	812-N
Fleet Maintenance Support Engineer	813-E	IT Program Manager	817-I
Food Production Supervisor	802-J	IT Project Manager I	811-I
Food Service Worker	602-J	IT Project Manager II	813-I
Forensic Autopsy Technician	616-H	IT Project Manager III	815-I
Forensic Autopsy Technician Supervisor	807-H	Judicial Assistant I	613-C
Forensic Laboratory Technician	617-E	Judicial Assistant II	615-C
Forensic Pathologist	824-D	Judicial Assistant III	617-C
Forensic Pathology Fellow	401-D	Judicial Assistant IV	619-L
Forensic Quality Assurance Specialist	810-A	Laboratory Technician	616-H
Forensic Scientist I	809-E	Land Surveyor	812-E
Forensic Scientist II	812-E	Land Surveyor Supervisor	814-E
Forensic Scientist Supervisor	815-E	Landscape Architect Supervisor	815-E
Gardening Technician	610-J	Landside Service Agent I	612-N
Geographic Information System Analyst	619-I	Landside Service Agent II	616-N
Geographic Information System Technician	614-I	Landside Service Supervisor	807-N
Geographic Information Systems Data Administrator	813-I	Laundry Supervisor	608-J
Geographic Information Systems Photogrammetry Administrator	813-I	Laundry Worker	603-J
Glazier	616-T	Lead Addictions Counselor	619-H
Golf Course Operator	617-J	Lead Animal Control Investigator	614-N
Golf Professional	807-A	Lead Case Management Coordinator	617-H
Golf Starter and Ranger	310-Y	Lead Custodian	607-J
Golf/Pro Shop Assistant	600-C	Lead Customer Service Agent	615-C
Graphic Designer	805-A	Lead Elections Support Assistant	614-C
Graphics Supervisor	807-A	Lead Emergency Communications Operator	617-N
Graphics Technician	614-A	Lead Heavy Equipment Mechanic	620-T
Health Care Technician	610-H	Lead Information Technology Technician	620-I
Hearings Officer	820-L	Lead Internal Auditor	811-V
Heating, Ventilating, and Air Conditioning (HVAC) Mechanic	619-T	Lead Park Ranger	621-N
Heating, Ventilating, and Air Conditioning (HVAC) Supervisor	811-T	Lead Payroll Associate	808-V
Heavy Equipment Mechanic	619-T	Lead Pharmacist	819-O
Heavy Equipment Mechanic Line Supervisor	810-T	Lead Radiographic Support Technician	609-H
Heavy Equipment Operator	616-J	Lead Social Case Worker	808-O
Heavy Equipment Service Technician	614-T	Lead Tax Auditor	811-V
Helicopter Mechanic	620-T	Lead Utilization Management Coordinator	807-A
Horticultural Worker	612-J	Legal Administrator	813-A
Hospital Housekeeping Manager	805-J	Legal Secretary	617-C
Hospital Switchboard Operator	606-C	Legislative Assistant	807-A
		Library Program Associate	615-A
		Licensed Practical Nurse	616-H
		Licensed Therapist-Master's Level	808-O

Class Title	Pay Grade	Class Title	Pay Grade
Licensing Technician	615-C	Operational Supervisor I	808-V
Lifeguard	111-Z	Operational Supervisor II	810-A
Loan and Grant Processor	615-V	Operations Assistant	613-A
Locksmith	616-T	Operations Coordinator	808-A
Maintenance Assistant	609-T	Operations Supervisor	810-J
Maintenance Control Supervisor	808-A	Outreach Case Coordinator	617-H
Maintenance Control Technician	615-A	Outreach Case Coordinator Supervisor	808-H
Maintenance Liaison	615-A	Outreach Librarian	806-A
Maintenance Technician	613-T	Outreach Specialist	807-A
Mammography Technologist	625-H	Painter	616-T
Management Analyst I	615-A	Paralegal I	618-L
Management Analyst II	807-A	Paralegal II	620-L
Management Analyst III	809-A	Paralegal III	623-L
Management Analyst IV	812-A	Paramedic	620-H
Management Analyst Supervisor	812-A	Paramedic Dispatch Supervisor	623-N
Management Analyst-Office of Independent Monitor	809-A	Paramedic Dispatcher	620-N
Manager 1	813-A	Paramedic Field Supervisor	810-H
Manager 1	818-E	Paramedic Fleet Supervisor	811-H
Manager 1	818-I	Paramedic Operations Supervisor	811-H
Manager 1	815-V	Park Horticulturist	613-J
Manager 2	815-A	Park Seasonal Laborer	225-Y
Manager 2	819-E	Parking Meter Collector	610-J
Manager 2	820-I	Parking/Speeding Enforcement Supervisor	807-N
Manager 2	817-V	Parks and Recreation Ranger	614-N
Manager of Publication	809-A	Parks Intern I	405-J
Marketing/Public Relations Administrator	813-A	Parks Intern II	407-J
Marketing/Public Relations Representative	808-A	Parks Intern III	409-J
Marketing/Public Relations Specialist	810-A	Payroll Accountant	809-V
Master Trades Worker	622-T	Payroll Associate	615-V
Materials Laboratory Administrator	813-E	Payroll Supervisor	811-V
Materials Tester	619-E	Permit Supervisor	808-E
Mayor's Youth Worker	402-A	Personal Property Analyst	614-V
Mechanic Line Supervisor	810-T	Pharmacist	818-O
Mechanical Inspector	621-T	Pharmacy Technician	611-H
Medical Imaging Manager	817-H	Photo Enforcement Agent	613-N
Medical Office Assistant	612-H	Physical Therapist	810-O
Medical Only Claims Adjuster	612-A	Physician	822-D
Medical Records Coder	616-H	Plans Review Engineer	816-E
Medical Services Representative	612-H	Plans Review Supervisor	810-E
Medical Technologist	811-O	Plans Review Technician	616-E
Medical Technologist Section Supervisor	813-O	Plumber	620-T
Medical Technologist Unit Supervisor	812-O	Plumbing Inspector	621-T
Medical Transcriptionist	612-C	Plumbing Supervisor	810-T
Modified Duty Coordinator	614-A	Police Dispatcher	620-N
Monitor	818-A	Police Fleet Technician	618-T
Motor Vehicle Supervisor	806-C	Police Lead Dispatcher	621-N
Motor Vehicle Technician I	614-C	Police Photographic Specialist	615-A
Motor Vehicle Technician II	615-C	Pool Maintenance Technician	616-T
Multiple Trades Supervisor	811-T	Pool Supervisor	117-Z
Museum Collection Assistant	613-C	Power Shovel Operator	617-J
Museum Curatorial Assistant	611-C	Press Operator	611-C
Museum Dock Officer	609-N	Principal City Planner	813-E
Museum Security Officer	608-N	Probation Officer Supervisor	812-N
National Crime Information Center Agent (NCIC Agent)	615-N	Professional Occupations Intern I	404-A
Nuclear Medicine Technologist	628-H	Professional Occupations Intern II	406-A
Nurse Practitioner	815-O	Professional Occupations Intern III	408-A
Nursing Administrator	814-O	Program Administrator	808-A
Nursing Aide	608-H	Program Coordinator	806-A
Nursing Clinical Coordinator	813-O	Program Manager	811-A
Nursing Operations Manager	818-O	Program Quality Assurance Technician	615-N
Nursing Program Manager	815-O	Project Inspector	811-E
Nutritionist	807-O	Project Manager I	811-A
Office Occupations Trainee	402-C	Project Manager I	813-E
Operational Supervisor I	808-A	Project Manager I	812-V
		Project Manager II	813-A
		Project Manager II	815-E

Class Title	Pay Grade	Class Title	Pay Grade
Project Manager II	814-V	Administrator	
Project Manager II (Hourly)	815-E	Senior Equipment Repair Technician	617-T
Property and Evidence Technician	614-N	Senior Exhibition Designer	807-A
Psychologist	813-O	Senior Financial Management Analyst	810-V
Psychologist Candidate for Licensure	809-O	Senior Geographic Information System Analyst	809-I
Psychologist Supervisor	815-O	Senior Human Resources Professional	809-A
Psychology Intern	407-O	Senior Information Technology Developer	813-I
Public Health Veterinarian	815-D	Senior Information Technology Systems Administrator	813-I
Public Safety Cadet	403-B	Senior Information Technology Systems Analyst	813-I
Purchasing Technician	614-A	Senior Information Technology Technician	619-I
Quality Improvement Nurse	811-O	Senior Internal Auditor	810-V
Radiographic Support Technician	608-H	Senior Laboratory Technician	617-H
Ramp Tower Supervisor	622-A	Senior Landscape Architect	813-E
Real Estate Agent	809-A	Senior Occupational Therapist	810-O
Real Property Appraiser Specialist	810-V	Senior Payroll Associate	807-V
Real Property Appraiser Supervisor	811-V	Senior Physical Therapist	811-O
Real Property Appraiser Technician	613-V	Senior Physician	826-D
Recreation Aide	211-Y	Senior Plans Review Technician	621-E
Recreation Coordinator	617-A	Senior Police Fleet Technician	619-T
Recreation Facility Assistant	219-Y	Senior Probation Officer	623-N
Recreation Instructor	607-A	Senior Project Inspector	812-E
Recreation Manager	811-A	Senior Quality Improvement Nurse	812-O
Recreation Supervisor	808-A	Senior Real Estate Agent	811-A
Recreation Trainee	401-A	Senior Real Property Appraiser	808-V
Recreational Therapist	807-O	Senior Reference Librarian	807-A
Reference Librarian	805-A	Senior Registered Nurse	813-O
Registered Nurse	811-O	Senior Respiratory Therapist	622-H
Research Supervisor	812-A	Senior Social Case Worker	807-O
Right-of-Way Enforcement Agent I	613-N	Senior Special Collection Librarian	809-A
Right-of-Way Enforcement Agent II	615-N	Senior Speech Therapist	809-O
Risk Analyst	808-V	Senior Statistical Researcher	809-A
Safety and Industrial Hygiene Administrator	810-A	Senior Surveying Technician	619-E
Safety and Industrial Hygiene Professional I	617-A	Senior Tax Auditor	810-V
Safety and Industrial Hygiene Professional II	808-A	Senior Technical Physician	829-D
Safety and Industrial Hygiene Supervisor	811-A	Senior Television & Video Producer	812-A
Security Guard	609-N	Senior Transcriptionist	617-C
Security Officer	609-N	Senior Transportation Worker	608-J
Security Specialist	613-N	Senior Tree Trimmer	613-T
Security Supervisor	803-N	Senior Utility Worker	612-J
Selection Librarian	805-A	Senior Workforce Development Advisor	808-A
Senior Accountant	808-V	Shelver	601-C
Senior Agency Budget Analyst	809-V	Sign Language Interpreter	619-A
Senior Arboreal Inspector	621-N	Social Case Worker	806-O
Senior Architect	816-E	Social Case Worker Manager	812-O
Senior Biomedical Equipment Technician	624-T	Social Case Worker Supervisor	810-O
Senior Branch Librarian	807-A	Social Worker Intern	406-O
Senior Buyer	808-A	Special Collection Librarian	807-A
Senior Catalog Librarian	807-A	Special Education Teacher	810-O
Senior Chief Deputy District Attorney	821-L	Special Education Teacher Supervisor	812-O
Senior City Inspector	619-N	Special Education Teaching Assistant	614-O
Senior City Planner	811-E	Special Education Teaching Assistant Supervisor	806-O
Senior Clinical Care Associate	616-H	Special Events Coordinator	808-A
Senior Clinical Social Worker	808-O	Speech Therapist	809-O
Senior Closed Circuit Television Technician	618-J	Sports Official I – Non-Certified	118-Z
Senior Cost Estimator Analyst	811-A	Sports Official II – Certified	123-Z
Senior Criminal/Civil Investigator	624-L	Stable Master	613-T
Senior Curator	808-A	Staff Accountant	616-V
Senior Deputy District Attorney	818-L	Staff Agency Budget Analyst	616-V
Senior Deputy Monitor	815-A	Staff Architectural Associate	810-E
Senior Development Project Coordinator	810-E	Staff Assistant	805-A
Senior Engineer	816-E	Staff Buyer	614-A
Senior Engineering Associate	811-E	Staff Closed Circuit Television Technician	612-J
Senior Enterprise Resource Planning Developer	814-I	Staff Community Development Associate	614-A
Senior Enterprise Resource Planning Systems Analyst	814-I	Staff Engineer	810-E
Senior Environmental Public Health Program	814-E		

Class Title	Pay Grade	Class Title	Pay Grade
Staff Enterprise Resource Planning Developer	622-I	Usher	310-Z
Staff Enterprise Resource Planning Systems Analyst	622-I	Utility Worker	610-J
Staff Financial Management Analyst	618-V	Utility Worker Trainee	404-J
Staff Human Resources Professional	615-A	Utilization Management Coordinator	806-A
Staff Information Technology Developer	621-I	Vector Control Inspector	615-N
Staff Information Technology Systems Administrator	621-I	Vehicle Boot Investigator	616-N
Staff Information Technology Systems Analyst	621-I	Vehicle Impound Clerk	612-N
Staff Information Technology Technician	614-I	Veterinary Technician	612-H
Staff Internal Auditor	619-V	Victim Advocate	616-A
Staff Land Surveyor	810-E	Victim Specialist	618-H
Staff Parks Landscape Planner	619-E	Vocational Mechanic Trainee	406-T
Staff Probation Officer	617-N	Washing Machine Operator	605-J
Staff Real Property Appraiser	614-V	Wastewater Data Technician	612-V
Staff Social Case Worker	615-O	Wastewater Quality Control Manager	813-E
Staff Special Education Teacher	619-O	Wastewater Quality Control Supervisor	807-E
Staff Tax Auditor	619-V	Wastewater Quality Technician	616-E
Stapleton Redevelopment Programs Manager	810-A	Wastewater Systems Data Investigator	617-N
Stock Clerk	611-T	Water Quality Investigator	619-N
Stockkeeper	616-T	Webmaster	811-I
Stockroom Manager	809-T	Work Release Technician	614-A
Stockroom Supervisor	808-T	Workers' Compensation Claims Supervisor	810-A
Strategic Advisor	813-A	Workers' Compensation Registered Nurse	813-O
Superintendent of Radio Communications	812-T	Youth Counselor	617-O
Supervisor of Administrative Support I	806-C	Youth Counselor Supervisor	808-O
Supervisor of Administrative Support II	808-C	Youth Worker	613-H
Surveying Associate	620-E	Zoo Area Supervisor	806-A
Surveying Technician	615-E	Zoo Commissary Worker	608-J
Systems Librarian	806-A	Zoo Veterinarian	815-D
Tax Analyst	616-V	Zoo Veterinary Technician	618-H
Tax Audit Supervisor	813-V	Zookeeper	613-A
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		
Technical Director-Board of Adjustment Zoning	808-A		
Technical Physician	825-D		
Telecommunications Administrator	812-I		
Television & Video Director/Editor	810-A		
Television & Video Director/Editor (Hourly)	810-A		
Television & Video Producer	810-A		
Television & Video Producer (Hourly)	810-A		
Television & Video Production Support Technician	122-Z		
Television Engineer	808-I		
Television Programmer	809-A		
Tenant Facility Project Supervisor	813-E		
Therapist -Master's Level	806-O		
Therapist Supervisor	810-O		
Trades Apprentice	614-T		
Trades Inspector	621-T		
Traffic Signal Technician 1	617-T		
Traffic Signal Technician 2	619-T		
Traffic Signal Technician 3	620-T		
Traffic Signal Technician Supervisor	810-T		
Transportation Worker	607-J		
Treasury Agent	619-V		
Tree Trimmer	612-T		
Turf Equipment Mechanic	615-T		
Turf Equipment Mechanic Supervisor	808-T		
Underground Utility Investigator	614-N		
Underground Utility Investigator Supervisor	806-N		
Unit Charge Nurse	813-O		
Urban Design Architect	813-E		

