

ORDINANCE/RESOLUTION REQUEST

Please email requests to the Mayor's Legislative Team

at MileHighOrdinance@DenverGov.org by **3:00pm on Monday**. Contact the Mayor's Legislative team with questions

Date of Request: **February 22, 2021**

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

1. Type of Request:

- Contract/Grant Agreement** **Intergovernmental Agreement (IGA)** **Rezoning/Text Amendment**
 Dedication/Vacation **Appropriation/Supplemental** **DRMC Change**
 Other: Classification & Pay Plan Update

2. Title: Approves Classification Notice #1670

3. Requesting Agency: Office of Human Resources

4. Contact Person:

Contact person with knowledge of proposed ordinance/resolution	Contact person to present item at Mayor-Council and Council
Name: Nicole de Gioia-Keane	Name: Nicole de Gioia-Keane
Email: Nicole.degioia-keane@denvergov.org	Email: Nicole.degioia-keane@denvergov.org

5. General description or background of proposed request. Attach executive summary if more space needed:

The proposed change(s) amends the city's Classification and Pay Plan by:

- 1) Abolishing the city's twenty (20) current pay tables
- 2) Replacing the city's current pay tables with three (3) proposed pay tables
- 3) Reassigning the city's current classifications to the proposed pay grades table

The proposed change(s) also amends the DRMC by: reflecting the streamlining and modernization of the pay tables and pay ranges, maintenance of the pay tables and market adjustment allocations, and certain associated terminology, based on recommendations resulting from the Gallagher compensation and pay practices study commissioned by the Office of Human Resources.

6. City Attorney assigned to this request (if applicable):

7. City Council District:

8. **For all contracts, fill out and submit accompanying Key Contract Terms worksheet**

Key Contract Terms

Type of Contract: (e.g. Professional Services > \$500K; IGA/Grant Agreement, Sale or Lease of Real Property):

Vendor/Contractor Name:

Contract control number:

Location:

Is this a new contract? Yes No **Is this an Amendment?** Yes No **If yes, how many?** _____

Contract Term/Duration (for amended contracts, include existing term dates and amended dates):

Contract Amount (indicate existing amount, amended amount and new contract total):

<i>Current Contract Amount</i> (A)	<i>Additional Funds</i> (B)	<i>Total Contract Amount</i> (A+B)
<i>Current Contract Term</i>	<i>Added Time</i>	<i>New Ending Date</i>

Scope of work:

Was this contractor selected by competitive process?

If not, why not?

Has this contractor provided these services to the City before? Yes No

Source of funds:

Is this contract subject to: W/MBE DBE SBE XO101 ACDBE N/A

WBE/MBE/DBE commitments (construction, design, Airport concession contracts):

Who are the subcontractors to this contract?

POSTING IS REQUIRED

Classification Notice No. 1670

To: Agency Heads and Employees
From: Karen Niparko, Executive Director of the Office of Human Resources
Date: March 11, 2021
Subject: Revised Redesign of Classification and Pay Plan

The proposed change(s) amends the city's Classification and Pay Plan by:

- 1) Abolishing the city's twenty (20) current pay tables
- 2) Replacing the city's current pay tables with three (3) proposed pay tables
- 3) Reassigning the city's current classifications to the proposed pay grades table

In 2019, the City and County of Denver contracted Gallagher Benefit Services, Inc (Gallagher) to conduct a review and analysis of the city's current classification and compensation plan. Gallagher studied the city's structure of pay tables and ranges and provided recommendations based on market trends and best practices. These recommendations will improve employees' and management's understanding of the city's career paths and pay range structures and simplifies and improves efficiency in the annual maintenance of the city's pay tables and ranges.

This proposal will abolish the current twenty (20) pay tables and is requested to establish three (3) proposed pay tables: One (1) non-exempt, one (1) exempt, and one (1) community rate pay table. This report contains the current Pay Grades and Pay Table abolishments, the proposed Pay Tables and Ranges, and the job codes and classifications' Current Pay Grades to the Proposed Pay Grades Table.

As a result of ongoing maintenance to these proposed Pay Tables and Ranges, classification changes made between 2/1/21 and 4/10/21 will be allocated to their proposed pay grade per the same methodology applied to all other classifications in this study.

An effective date of April 11, 2021 is requested for these proposed pay grade and range changes.

Per Career Service Rule 7-37 A – "If it is determined that changes to the Classification & Pay Plan are necessary, the effective date of any resulting changes to the Classification & Pay Plan shall be the beginning of the first work week following approval by the mayor or by the City Council over the mayor's veto. Provisional classifications resulting from changes to the Classification & Pay Plan may be used upon approval by the OHR Executive Director or Board but use for longer than six months is contingent upon City Council approval."

Public Notice of Changes

The scheduled time for the public hearing is **Thursday, February 18, 2021 at 9:00 AM.** The public hearing starts at 9:00 AM and will be conducted through a provided conference call number and available digital link through public notice of the agenda, released no later than two days prior to the scheduled meeting.

Please submit any questions or comments on this proposal in writing to compensation@denvergov.org by 8:00 AM on **Thursday, February 18, 2021.** Please include a contact name and phone number so that we may respond directly.

If anyone wishes to be heard by the Board on this item, please call George Branchaud george.branchaud@denvergov.org at (720) 913-5650 no later than noon on **Tuesday, February 16, 2021.**

Pay Grades and Pay Tables Abolishments

Pay Grades	Pay Tables
A-403 to A-625	A-General Administrative Salary Structure
A-807 to A-829	A-General Administrative Salary Structure
B-403	B-Public Safety Cadet Salary Structure
C-606 to C-624	C-Clerical Salary Structure
C-806 to C-814	C-Clerical Salary Structure
E-609 to E-632	E-Engineering & Science Salary Structure
E-808 to E829	E-Engineering & Science Salary Structure
I-607 to I-629	I-Information Technology Salary Structure
I-808 to I-825	I-Information Technology Salary Structure
J-000 to J-625	J-Maintenance & Operations Salary Structure
J-807 to J-819	J-Maintenance & Operations Salary Structure
L-606 to L-626	L-Legal Salary Structure
L-807 to L-829	L-Legal Salary Structure
N-608 to N-624	N-Enforcement/Compliance/Protective Services Salary Structure
N-808 to N-819	N-Enforcement/Compliance/Protective Services Salary Structure
O-605 to O-630	O-Healthcare Salary Structure
O-806 to O-840	O-Healthcare Salary Structure
V-607 to V-624	V-Fiscal Salary Structure
V-807 to V-829	V-Fiscal Salary Structure
Z-117 to Z-125	Z-Community Rate Salary Structure

Proposed Pay Tables and Ranges

Non-Exempt Pay Table

Pay Grade	Minimum	2 nd Segment	Midpoint	4 th Segment	Maximum
NE-05	\$15.00	\$16.88	\$18.75	\$20.63	\$22.50
NE-06	\$15.90	\$17.89	\$19.88	\$21.86	\$23.85
NE-07	\$16.85	\$18.96	\$21.07	\$23.17	\$25.28
NE-08	\$17.87	\$20.10	\$22.33	\$24.56	\$26.80
NE-09	\$18.94	\$21.30	\$23.67	\$26.04	\$28.41
NE-10	\$20.07	\$22.58	\$25.09	\$27.60	\$30.11
NE-11	\$21.28	\$23.94	\$26.60	\$29.26	\$31.92
NE-12	\$22.55	\$25.37	\$28.19	\$31.01	\$33.83
NE-13	\$23.91	\$26.90	\$29.88	\$32.87	\$35.86
NE-14	\$24.85	\$28.26	\$31.68	\$35.09	\$38.51
NE-15	\$26.34	\$29.96	\$33.58	\$37.20	\$40.82
NE-16	\$27.92	\$31.75	\$35.59	\$39.43	\$43.27
NE-17	\$29.59	\$33.66	\$37.73	\$41.80	\$45.87
NE-18	\$31.37	\$35.68	\$39.99	\$44.31	\$48.62
NE-19	\$33.25	\$37.82	\$42.39	\$46.96	\$51.54
NE-20	\$35.24	\$40.09	\$44.94	\$49.78	\$54.63
NE-21	\$37.36	\$42.49	\$47.63	\$52.77	\$57.91
NE-22	\$39.60	\$45.04	\$50.49	\$55.93	\$61.38

Exempt Pay Table

Pay Grade	Minimum	2nd Segment	Midpoint	4th Segment	Maximum
EX-05	\$45,030	\$52,348	\$59,665	\$66,983	\$74,300
EX-06	\$48,633	\$56,536	\$64,438	\$72,341	\$80,244
EX-07	\$52,523	\$61,058	\$69,593	\$78,129	\$86,664
EX-08	\$56,725	\$65,943	\$75,161	\$84,379	\$93,597
EX-09	\$61,263	\$71,219	\$81,174	\$91,129	\$101,084
EX-10	\$66,164	\$76,916	\$87,668	\$98,419	\$109,171
EX-11	\$71,457	\$83,069	\$94,681	\$106,293	\$117,905
EX-12	\$77,174	\$89,715	\$102,256	\$114,796	\$127,337
EX-13	\$83,348	\$96,892	\$110,436	\$123,980	\$137,524
EX-14	\$90,016	\$104,643	\$119,271	\$133,899	\$148,526
EX-15	\$97,217	\$113,015	\$128,813	\$144,610	\$160,408
EX-16	\$103,050	\$121,084	\$139,118	\$157,151	\$175,185
EX-17	\$111,294	\$130,771	\$150,247	\$169,724	\$189,200
EX-18	\$120,198	\$141,232	\$162,267	\$183,301	\$204,336
EX-19	\$129,813	\$152,531	\$175,248	\$197,966	\$220,683
EX-20	\$140,199	\$164,733	\$189,268	\$213,803	\$238,338
EX-21	\$151,414	\$177,912	\$204,410	\$230,907	\$257,405
EX-22	\$163,528	\$192,145	\$220,762	\$249,380	\$277,997
EX-23	\$176,610	\$207,517	\$238,423	\$269,330	\$300,237
EX-24	\$190,739	\$224,118	\$257,497	\$290,876	\$324,256
EX-25	\$205,998	\$242,047	\$278,097	\$314,146	\$350,196
EX-26	\$222,477	\$261,411	\$300,345	\$339,278	\$378,212

Community Rate Pay Table

Pay Grade	Minimum	2nd Segment	Midpoint	4th Segment	Maximum
CR-FLR	\$15.00	\$15.00	\$15.00	\$15.00	\$15.00
CR-05	\$15.00	\$16.40	\$17.81	\$19.22	\$20.62
CR-06	\$15.75	\$17.22	\$18.70	\$20.18	\$21.65
CR-07	\$16.54	\$18.09	\$19.64	\$21.19	\$22.74
CR-08	\$17.36	\$18.99	\$20.62	\$22.24	\$23.87
CR-09	\$18.23	\$19.94	\$21.65	\$23.36	\$25.07
CR-10	\$19.14	\$20.94	\$22.73	\$24.53	\$26.32
CR-11	\$20.10	\$21.98	\$23.87	\$25.75	\$27.64
CR-12	\$21.10	\$23.08	\$25.06	\$27.04	\$29.02
CR-13	\$22.16	\$24.24	\$26.31	\$28.39	\$30.47

Current Pay Grade to Proposed Pay Grade Table

Job Code	Job Title	Current Pay Grade	Proposed Pay Grade
CC2468	311 Customer Service Agent I	C-613	NE-09
CC3051	311 Customer Service Agent II	C-614	NE-10
CC2547	311 Customer Service Agent Lead	C-615	NE-11
CC2469	311 Customer Service Specialist	C-615	NE-11
CN3061	911 Dispatch Support Specialist	N-618	NE-12
CN3039	911 Emergency Communication Supervisor	N-811	EX-09
CN2517	911 Emergency Communication Technician	N-616	NE-10
CN2548	911 Emergency Communication Technician Lead	N-617	NE-11
CN2574	911 Police Dispatcher	N-620	NE-13
CN2576	911 Police Dispatcher Lead	N-621	NE-14
CI2869	911 Systems Administrator	I-627	NE-19
CV2461	Accountant Associate	V-809	EX-08
CV2021	Accountant Senior	V-811	EX-09
LV2022	Accountant Senior	V-811	EX-09
CV2368	Accountant Senior Hourly	V-811	EX-09
CV2050	Accountant Staff	V-806	EX-05
CV2909	Accounting Specialist	V-813	EX-11
CV1796	Accounting Supervisor	V-813	EX-11
CV2358	Accounting Technician I	V-612	NE-08
LV2382	Accounting Technician I	V-612	NE-08
CV2359	Accounting Technician II	V-614	NE-09
RG2109	Activities Leader Certified	Z-123	CR-11
RG2110	Activities Leader Non-Certified	Z-118	CR-05
CO2654	Addictions Counselor II	O-612	NE-09
CO2665	Addictions Counselor III	O-614	NE-11
CO2673	Addictions Counselor Lead	O-617	NE-13
CL3217	Administrative Investigator	L-624	NE-17
MA0037	Administrative Officer	A-814	EX-12
BC1518	Administrative Support Assistant I	C-607	NE-05
CC1480	Administrative Support Assistant I	C-607	NE-05
LC1482	Administrative Support Assistant I	C-607	NE-05
VC1521	Administrative Support Assistant I	C-607	NE-05
BC1492	Administrative Support Assistant II	C-609	NE-06
CC1484	Administrative Support Assistant II	C-609	NE-06
LC1485	Administrative Support Assistant II	C-609	NE-06
VC1491	Administrative Support Assistant II	C-609	NE-06
YC1489	Administrative Support Assistant II	C-609	NE-06
AC1499	Administrative Support Assistant III	C-611	NE-07
CC1494	Administrative Support Assistant III	C-611	NE-07
FC2942	Administrative Support Assistant III	C-611	NE-07
LC1497	Administrative Support Assistant III	C-611	NE-07
VC1501	Administrative Support Assistant III	C-611	NE-07
YC1500	Administrative Support Assistant III	C-611	NE-07
BC1525	Administrative Support Assistant IV	C-614	NE-10
CC1503	Administrative Support Assistant IV	C-614	NE-10
FC3206	Administrative Support Assistant IV	C-614	NE-10
LC1504	Administrative Support Assistant IV	C-614	NE-10
VC1526	Administrative Support Assistant IV	C-614	NE-10
YC1527	Administrative Support Assistant IV	C-614	NE-10

Job Code	Job Title	Current Pay Grade	Proposed Pay Grade
BC1535	Administrative Support Assistant V	C-615	NE-11
CC1507	Administrative Support Assistant V	C-615	NE-11
LC1540	Administrative Support Assistant V	C-615	NE-11
VC1536	Administrative Support Assistant V	C-615	NE-11
YC1537	Administrative Support Assistant V	C-615	NE-11
AC1543	Administrative Support Supervisor I	C-618	NE-13
BC1544	Administrative Support Supervisor I	C-618	NE-13
CC1508	Administrative Support Supervisor I	C-618	NE-13
LC1510	Administrative Support Supervisor I	C-618	NE-13
VC1512	Administrative Support Supervisor I	C-618	NE-13
YC1545	Administrative Support Supervisor I	C-618	NE-13
AC1547	Administrative Support Supervisor II	C-808	EX-07
BC1548	Administrative Support Supervisor II	C-808	EX-07
CC1513	Administrative Support Supervisor II	C-808	EX-07
LC1553	Administrative Support Supervisor II	C-808	EX-07
YC1550	Administrative Support Supervisor II	C-808	EX-07
CA2307	Administrator I	A-810	EX-09
FA3052	Administrator I	A-810	EX-09
LA2331	Administrator I	A-810	EX-09
YA2828	Administrator I	A-810	EX-09
CA2413	Administrator I Hourly	A-810	EX-09
FA3227	Administrator I Hourly	A-810	EX-09
BA2929	Administrator II	A-813	EX-12
CA2308	Administrator II	A-813	EX-12
LA2975	Administrator II	A-813	EX-12
MA2974	Administrator II	A-813	EX-12
YA3153	Administrator II	A-813	EX-12
CA2922	Administrator II Hourly	A-813	EX-12
AA2330	Administrator III	A-815	EX-13
CA2309	Administrator III	A-815	EX-13
FA3225	Administrator III	A-815	EX-13
LA2934	Administrator III	A-815	EX-13
MA2979	Administrator III	A-815	EX-13
OA3261	Administrator III	A-815	EX-13
CA0654	Agency Trainer	A-809	EX-08
LA2458	Agency Trainer	A-809	EX-08
CA2958	Agency Trainer Hourly	A-809	EX-08
LA2626	Agency Trainer Hourly	A-809	EX-08
CA2243	Agency Training Supervisor	A-811	EX-10
CA2632	Air Service Development Manager	A-817	EX-15
CA3137	Airport Commercial Administrator	A-813	EX-12
CA3138	Airport Commercial Administrator Senior	A-815	EX-13
CA3150	Airport Commercial Director	A-818	EX-16
CA3136	Airport Commercial Manager	A-815	EX-13
CA2928	Airport Communications Center Specialist	A-619	NE-14
CA2487	Airport Communications Center Supervisor	A-810	EX-09
CA2810	Airport Emergency Dispatcher	A-618	NE-13
CA3202	Airport Emergency Operations Specialist	A-812	EX-11
CA2805	Airport Operations Officer Airfield and Ramp Tower	A-624	NE-17
CA2486	Airport Operations Representative	A-618	NE-13

Job Code	Job Title	Current Pay Grade	Proposed Pay Grade
CA2806	Airport Operations Supervisor	A-812	EX-11
CE3120	Airport Planner Associate	E-813	EX-10
CE3122	Airport Planner Principal	E-817	EX-14
CE3121	Airport Planner Senior	E-815	EX-12
CE3119	Airport Planner Staff	E-811	EX-08
CE2779	Airport Planning Director	E-821	EX-17
CE3123	Airport Planning Manager	E-819	EX-15
CA2757	Airside Operations Director	A-818	EX-16
CA2820	Airside Operations Manager	A-816	EX-14
CO3277	Animal Care Attendant	O-608	NE-06
CO2829	Animal Care Supervisor	O-613	NE-10
CC3203	Animal Shelter Administrative Support Supervisor	C-806	EX-05
CC3158	Animal Shelter Assistant	C-614	NE-10
CA3064	Applications Support Administrator Associate	A-809	EX-08
CA3065	Applications Support Administrator Senior	A-811	EX-10
CA3262	Applications Support Administrator Specialist	A-813	EX-12
CV2348	Appraisal Data Collector	V-611	NE-07
CA2474	Aquatics Coordinator	A-617	NE-12
CJ2612	Arborist Technician I	J-614	NE-08
CJ2596	Arborist Technician II	J-616	NE-10
CE0369	Architect Associate	E-814	EX-11
CE0428	Architect Senior	E-817	EX-14
CE0436	Architect Staff	E-811	EX-08
CJ3102	Asphalt Plant Mechanic	J-618	NE-11
CJ1813	Asphalt Plant Operator	J-618	NE-11
CV3172	Assessment GIS Supervisor	V-811	EX-09
CV3170	Assessment GIS Technician I	V-616	NE-11
CV3171	Assessment GIS Technician II	V-618	NE-12
CL2398	Assessment Hearing Officer	L-821	EX-19
CL2410	Assessment Hearing Officer Hourly	L-821	EX-19
CV3169	Assessment Information Supervisor	V-811	EX-09
CV3167	Assessment Information Technician I	V-613	NE-08
CV3168	Assessment Information Technician II	V-615	NE-10
CL0355	Assistant City Attorney Associate	L-815	EX-13
CL1742	Assistant City Attorney Division Director	L-823	EX-20
CL0356	Assistant City Attorney Entry	L-813	EX-12
CL0359	Assistant City Attorney Section Supervisor	L-822	EX-19
CL0357	Assistant City Attorney Senior	L-820	EX-18
CL0358	Assistant City Attorney Specialist	L-821	EX-19
DL1454	Assistant District Attorney	L-824	EX-21
CJ2739	Assistant Superintendent Golf Course	J-618	NE-11
MA0038	Associate Administrator	A-810	EX-09
DL1175	Associate Deputy District Attorney	L-815	EX-13
CO2725	Associate Director Physician Services	O-826	EX-24
CL3228	Attorney Fellow	L-616	NE-11
CC2482	Aviation Customer Service Agent	C-613	NE-09
CC3226	Aviation Customer Service Agent Lead	C-614	NE-10
CC2483	Aviation Customer Service Manager	C-809	EX-08
CC2484	Aviation Customer Service Supervisor	C-619	NE-13
CA0794	Aviation Director Senior	A-819	EX-17

Job Code	Job Title	Current Pay Grade	Proposed Pay Grade
CJ2480	Aviation Electrical Superintendent	J-813	EX-11
CE2232	Aviation Noise Abatement Officer	E-812	EX-09
CE2233	Aviation Noise Abatement Supervisor	E-816	EX-13
CA2822	Aviation Operations Director	A-818	EX-16
CA2821	Aviation Operations Manager Section	A-816	EX-14
CJ2481	Aviation Painting Supervisor	J-809	EX-07
CE2950	Aviation Program Manager	E-820	EX-16
CC2852	Aviation Security Agent	C-615	NE-10
CA2760	Aviation Security Director	A-818	EX-16
CA2819	Aviation Security Manager	A-816	EX-14
CA2449	Aviation Security Technician	A-616	NE-11
CJ2923	Aviation Snow Removal Operator	J-617	NE-11
CA2490	Booking Coordinator	A-622	NE-16
LA2491	Booking Coordinator	A-622	NE-16
CA2492	Booking Specialist	A-812	EX-11
CA0910	Branch Manager	A-808	EX-07
CV1823	Budget Analyst Associate	V-810	EX-08
CV2023	Budget Analyst Senior	V-812	EX-10
LV2425	Budget Analyst Senior	V-812	EX-10
CV2930	Budget Analyst Senior Hourly	V-812	EX-10
CV2910	Budget Analyst Specialist	V-814	EX-12
CV2932	Budget Analyst Specialist Hourly	V-814	EX-12
CV2051	Budget Analyst Staff	V-620	NE-14
CV2911	Budget Analyst Supervisor	V-814	EX-12
CJ2808	Building and Grounds Supervisor	J-617	NE-11
CJ2732	Building Engineer	J-620	NE-13
CJ2733	Building Engineer Lead	J-621	NE-14
CI3197	Building Information Modeler	I-812	EX-10
CI3198	Building Information Modeling Analyst	I-814	EX-12
CI3199	Building Information Modeling Analyst Senior	I-816	EX-14
CI3200	Building Information Modeling Manager	I-818	EX-16
CA2370	Business Development Associate I	A-614	NE-10
CA2371	Business Development Associate II	A-618	NE-13
CA2196	Business Development Representative I	A-808	EX-07
MA2285	Business Development Representative I	A-808	EX-07
CA2171	Business Development Representative II	A-810	EX-09
CA2372	Business Development Supervisor	A-808	EX-07
CN1848	Business License Inspector I	N-617	NE-11
CN3291	Business License Inspector II	N-619	NE-12
CN3280	Business License Inspector Supervisor	N-810	EX-08
CA2379	Business Operations Administrator	A-808	EX-07
FA3095	Business Operations Administrator	A-808	EX-07
MA2959	Business Operations Administrator	A-808	EX-07
LA2627	Business Operations Administrator	A-808	EX-07
CA3104	Business Operations Administrator Hourly	A-808	EX-07
CA0670	Buyer Associate	A-808	EX-07
LA1471	Buyer Associate	A-808	EX-07
CA0979	Buyer Senior	A-810	EX-09
LA1311	Buyer Senior	A-810	EX-09
CA1004	Buyer Staff	A-804	EX-05

Job Code	Job Title	Current Pay Grade	Proposed Pay Grade
LA1472	Buyer Staff	A-804	EX-05
CA0722	Buyer Supervisor	A-813	EX-12
OL3072	Career Service Hearing Officer	L-821	EX-19
CJ2493	Carpenter	J-617	NE-11
CJ2494	Cement Finisher	J-617	NE-11
AV1850	Certified Public Accountant I	V-617	NE-11
AV1851	Certified Public Accountant II	V-809	EX-08
AV1852	Certified Public Accountant III	V-812	EX-10
AV1853	Certified Public Accountant IV	V-814	EX-12
CE0377	Chemist	E-814	EX-11
CJ2499	Chief Combination Inspector	J-812	EX-10
DL1176	Chief Deputy District Attorney	L-822	EX-19
MI2445	Chief Information Officer	I-824	EX-21
CO2726	Chief Medical Examiner and Coroner	O-829	EX-26
OL3260	Chief Municipal Public Defender	L-824	EX-21
CA3241	Chief Probation Officer	A-817	EX-15
CJ2706	Chief Trades Inspector	J-810	EX-08
CC2354	Child Support Assistant	C-613	NE-09
CA2900	Child Support Technician I	A-614	NE-10
CA2901	Child Support Technician II	A-615	NE-11
CA2954	Child Support Technician Lead	A-616	NE-12
CA3239	City Clerk Administrator	A-810	EX-09
CV2125	City Controller	V-820	EX-18
YA2245	City Council Aide	A-807	EX-06
YA2964	City Council Aide Hourly	A-807	EX-06
YA2246	City Council Aide Senior	A-810	EX-09
YA2965	City Council Aide Senior Hourly	A-810	EX-09
CE2786	City Engineer	E-825	EX-21
CA0732	City Forester	A-813	EX-12
CN1856	City Inspector I	N-616	NE-10
CN1825	City Inspector II	N-618	NE-11
CN2026	City Inspector III	N-620	NE-13
CN1855	City Inspector Supervisor	N-810	EX-08
LA2774	City Librarian	A-819	EX-17
CE0371	City Planner Associate	E-812	EX-09
CE2836	City Planner Associate Hourly	E-812	EX-09
CE2159	City Planner Principal	E-816	EX-13
CE3050	City Planner Principal Hourly	E-816	EX-13
CE0429	City Planner Senior	E-814	EX-11
CE2636	City Planner Senior Hourly	E-814	EX-11
CE3118	City Planner Staff	E-810	EX-08
CE1566	City Planner Supervisor	E-817	EX-14
CE3125	City Planning Director	E-821	EX-17
CE3124	City Planning Manager	E-819	EX-15
CE0381	City Surveyor	E-819	EX-15
CL0368	Civil-Criminal Investigator Senior	L-624	NE-17
CN3151	Civilian Report Technician	N-619	NE-12
CA3285	Claims Adjuster Associate	A-807	EX-06
CA1047	Claims Adjuster Senior	A-809	EX-08
CA2153	Claims Adjuster Staff	A-805	EX-05

Job Code	Job Title	Current Pay Grade	Proposed Pay Grade
CO2645	Clinical Care Technician	O-605	NE-05
CO1598	Clinical Nurse Educator	O-811	EX-11
CO0565	Clinical Social Work Team Leader	O-807	EX-07
LA1278	Collection Specialist	A-808	EX-07
CN1859	Collections Investigator	N-618	NE-11
CJ2679	Combination Inspector I	J-622	NE-15
CJ2682	Combination Inspector II	J-624	NE-16
CA2199	Community Development Associate I	A-614	NE-10
CA2197	Community Development Associate II	A-618	NE-13
CA2151	Community Development Representative I	A-808	EX-07
CA2152	Community Development Representative II	A-810	EX-09
CA2855	Community Development Representative II Hourly	A-810	EX-09
FA2138	Community Relations Ombudsman OIM	A-807	EX-06
CA3131	Compliance-Certification Officer Associate	A-809	EX-08
CA3132	Compliance-Certification Officer Senior	A-811	EX-10
CA3130	Compliance-Certification Officer Staff	A-807	EX-06
CA3133	Compliance-Certification Supervisor	A-812	EX-11
CE0430	Computer Aided Drafting Technician	E-620	NE-12
CJ2500	Construction and Maintenance Supervisor	J-810	EX-08
CJ2501	Construction Inspector	J-621	NE-14
CA2436	Contact Center Director	A-815	EX-13
CA2433	Contact Center Operations Manager	A-811	EX-10
LA2503	Content Developer	A-809	EX-08
LA2504	Content Developer Hourly	A-809	EX-08
CA3107	Continuous Improvement Specialist II	A-809	EX-08
CA3108	Continuous Improvement Specialist III	A-811	EX-10
CA3109	Continuous Improvement Specialist IV	A-813	EX-12
CA0750	Contract Administration Supervisor	A-812	EX-11
CA0751	Contract Administrator	A-810	EX-09
CA2978	Contract Administrator Hourly	A-810	EX-09
CA0752	Contract Compliance Coordinator	A-620	NE-14
CA0753	Contract Compliance Supervisor	A-810	EX-09
CA0754	Contract Compliance Technician	A-616	NE-11
CE3155	Coroner's Investigator I	E-624	NE-16
CE3156	Coroner's Investigator II	E-625	NE-17
CE3157	Coroner's Investigator Lead	E-626	NE-18
CE3164	Coroner's Investigator Supervisor	E-813	EX-10
CJ2507	Correctional Institution Food Manager	J-812	EX-10
CA2322	Cost Estimator Analyst	A-814	EX-12
CA2323	Cost Estimator Analyst Senior	A-816	EX-14
YA2304	Council Clerk	A-808	EX-07
YA2389	Council Deputy Clerk	A-807	EX-06
CN1866	County Court Marshal	N-621	NE-14
CN1867	County Court Marshal Supervisor	N-810	EX-08
CL1868	County Court Parking Magistrate	L-620	NE-14
CA0759	Court Division Supervisor	A-810	EX-09
CA3214	Court Executive	A-820	EX-18
CA2508	Court Interpreter	A-619	NE-14
CA2544	Court Interpreter Administrator	A-808	EX-07
CJ1869	Crew Lead	J-621	NE-14

Job Code	Job Title	Current Pay Grade	Proposed Pay Grade
CA3177	Crime Data Analyst Associate	A-809	EX-08
CA3178	Crime Data Analyst Senior	A-811	EX-10
CL3092	Criminal Investigator Senior	L-626	NE-18
CC0254	Criminal Justice Transcriptionist	C-614	NE-10
CE2825	Criminalist I	E-623	NE-15
CE2826	Criminalist II	E-626	NE-17
CE3184	Criminalist III	E-628	NE-19
CE2827	Criminalist Supervisor	E-630	NE-20
CE3183	Criminalist Technician	E-621	NE-13
CJ1872	Custodial Services Supervisor	J-614	NE-08
LJ1873	Custodial Services Supervisor	J-614	NE-08
CJ1874	Custodial Supervisor	J-611	NE-07
LJ1875	Custodial Supervisor	J-611	NE-07
CJ1877	Custodian	J-608	NE-05
LJ1878	Custodian	J-608	NE-05
CJ2977	Custodian Lead	J-609	NE-06
LJ1946	Custodian Lead	J-609	NE-06
CO2642	Dental Assistant	O-605	NE-05
CO2717	Dentist	O-817	EX-16
CA3242	Deputy Chief Probation Officer	A-814	EX-12
ML0030	Deputy City Attorney	L-824	EX-21
CE3201	Deputy City Surveyor	E-817	EX-14
CA3215	Deputy Court Executive	A-818	EX-16
CA0772	Deputy Director Emergency Management	A-811	EX-10
CA3069	Deputy Director of Aviation	A-822	EX-20
CA2984	Deputy Director Office of Human Resources	A-821	EX-19
DL1178	Deputy District Attorney	L-813	EX-12
GA2862	Deputy Executive Director of Aviation	A-824	EX-21
AA3238	Deputy Manager	A-821	EX-19
CA2951	Deputy Manager	A-821	EX-19
EA3207	Deputy Manager	A-821	EX-19
MA2952	Deputy Manager	A-821	EX-19
CA2775	Deputy Manager Aviation	A-821	EX-19
GA2868	Deputy Manager Aviation	A-821	EX-19
FL3267	Deputy Monitor OIM	L-813	EX-12
CL2883	Deputy Public Defender Associate	L-815	EX-13
CL3218	Deputy Public Defender Senior	L-820	EX-18
CL2882	Deputy Public Defender Staff	L-813	EX-12
CL2968	Deputy Public Defender Staff Hourly	L-813	EX-12
CL3100	Deputy Public Defender Supervisor	L-822	EX-19
CE2160	Development Project Administrator Associate	E-812	EX-09
CE2161	Development Project Administrator Senior	E-814	EX-11
CC2509	DHS Customer Service Agent	C-613	NE-09
CJ2734	DIA Stationary Engineer	J-621	NE-14
CO2707	Diagnostic Imaging Supervisor	O-810	EX-10
CO2680	Diagnostic Imaging Technologist	O-619	NE-15
CA2758	Director	A-816	EX-14
EA2759	Director	A-816	EX-14
LA2854	Director	A-816	EX-14
MA2772	Director	A-816	EX-14

Job Code	Job Title	Current Pay Grade	Proposed Pay Grade
VA3032	Director	A-816	EX-14
CA2767	Director Emergency Communication Center	A-817	EX-15
CE2780	Director Engineering and Science	E-820	EX-16
CA2764	Director Facilities Management	A-816	EX-14
CA2761	Director Fleet Maintenance	A-816	EX-14
CA2762	Director Golf	A-816	EX-14
CA3037	Director Hourly	A-816	EX-14
CA2754	Director Natural Resources	A-815	EX-14
MA0054	Director of the Denver Office of Economic Development	A-823	EX-20
CA2763	Director Parks	A-816	EX-14
CA2766	Director Purchasing	A-816	EX-14
CA2753	Director Recreation	A-815	EX-14
CA2769	Director Solid Waste	A-817	EX-15
CA2770	Director Street Maintenance	A-817	EX-15
CA2773	Director Traffic Operations	A-817	EX-15
CN2163	Diversion and Criminal Justice Officer	N-620	NE-13
CN2164	Diversion Officer Supervisor	N-810	EX-08
CC3143	Document Management Technician I	C-613	NE-09
CC3144	Document Management Technician II	C-614	NE-10
CC3145	Document Management Technician Lead	C-615	NE-11
CC3146	Document Management Technician Supervisor	C-618	NE-13
CA2174	Economic Development Supervisor	A-810	EX-09
CA0843	Education Program Assistant	A-615	NE-11
LA1293	Education Program Assistant	A-615	NE-11
CA2260	Elections Division Assistant	A-617	NE-12
CC2395	Elections Support Assistant	C-613	NE-09
CC2396	Elections Support Assistant Lead	C-614	NE-10
CJ2514	Electrical Inspector	J-621	NE-14
CJ2515	Electrical Maintenance Worker	J-616	NE-10
CJ2516	Electrical Supervisor	J-810	EX-08
CJ2513	Electrician	J-621	NE-14
CJ2511	Electronic Systems Technician	J-621	NE-14
LJ2745	Electronic Systems Technician	J-621	NE-14
CJ2512	Electronics Technician Supervisor	J-810	EX-08
CA2666	Eligibility Specialist	A-615	NE-11
CA2655	Eligibility Technician I	A-613	NE-09
CA2658	Eligibility Technician II	A-614	NE-10
CA2667	Eligibility Technician Lead	A-615	NE-11
CA0849	Emergency Management Specialist	A-812	EX-11
CO2656	Emergency Service Technician	O-609	NE-07
CJ3272	Emergency Service Worker	J-613	NE-08
CE0397	Engineer	E-814	EX-11
CE2970	Engineer Hourly	E-814	EX-11
CE0431	Engineer Senior	E-817	EX-14
CE0437	Engineer Staff	E-811	EX-08
CE2783	Engineer-Architect Director	E-822	EX-18
CE2785	Engineer-Architect Executive	E-824	EX-20
CE2781	Engineer-Architect Manager	E-820	EX-16
CE2782	Engineer-Architect Manager Senior	E-821	EX-17
CE2340	Engineer-Architect Specialist	E-818	EX-15

Job Code	Job Title	Current Pay Grade	Proposed Pay Grade
CE0403	Engineer-Architect Supervisor	E-818	EX-15
CE0399	Engineering Associate	E-620	NE-12
CE1474	Engineering Associate Senior	E-812	EX-09
CA2518	Entertainment Production Coordinator	A-811	EX-10
CE2894	Environmental Administrator	E-815	EX-12
CE2895	Environmental Administrator Senior	E-816	EX-13
CE2778	Environmental Programs Director	E-820	EX-16
CE2266	Environmental Public Health Analyst I	E-623	NE-15
CE2267	Environmental Public Health Analyst II	E-814	EX-11
CE3282	Environmental Public Health Analyst II Hourly	E-814	EX-11
CE2264	Environmental Public Health Investigator I	E-623	NE-15
CE2265	Environmental Public Health Investigator II	E-626	NE-17
CE2848	Environmental Public Health Investigator III	E-628	NE-19
CE2271	Environmental Public Health Manager	E-817	EX-14
CE2270	Environmental Public Health Program Supervisor	E-814	EX-11
CJ1904	Equipment Operator I	J-615	NE-09
CJ1905	Equipment Operator II	J-616	NE-10
CJ1931	Equipment Operator III	J-618	NE-11
CJ1996	Equipment Operator IV	J-619	NE-12
CA2519	Events Coordinator	A-809	EX-08
LA2963	Events Coordinator	A-809	EX-08
CA3147	Events Coordinator Hourly	A-809	EX-08
CC2949	Events Facilitator	C-615	NE-10
CA1769	Executive	A-819	EX-17
LA1770	Executive	A-819	EX-17
MA1785	Executive	A-819	EX-17
CA2177	Executive Assistant I	A-615	NE-11
LA2180	Executive Assistant I	A-615	NE-11
YA2957	Executive Assistant I	A-615	NE-11
CA2178	Executive Assistant II	A-616	NE-12
LA2181	Executive Assistant II	A-616	NE-12
CA2179	Executive Assistant III	A-617	NE-13
LA2182	Executive Assistant III	A-617	NE-13
MA2818	Executive Assistant to The Mayor	A-807	EX-06
AA3237	Executive Director	A-818	EX-17
EA3219	Executive Director	A-818	EX-17
MA0059	Executive Director	A-818	EX-17
YA1600	Executive Director City Council Staff	A-816	EX-14
OA3259	Executive Director Civil Service Commission	A-817	EX-15
OA3071	Executive Director Office of Human Resources	A-824	EX-21
AA1763	Executive Manager	A-817	EX-16
CA3099	Executive Manager	A-817	EX-16
EA1766	Executive Manager	A-817	EX-16
LA3059	Executive Manager	A-817	EX-16
MA1784	Executive Manager	A-817	EX-16
MA0060	Executive Officer	A-816	EX-15
CJ2522	Facilities Superintendent	J-814	EX-11
LJ2744	Facilities Superintendent	J-814	EX-11
CJ2523	Facility Maintenance Technician	J-618	NE-11
LJ2742	Facility Maintenance Technician	J-618	NE-11

Job Code	Job Title	Current Pay Grade	Proposed Pay Grade
CJ1917	Field Superintendent	J-814	EX-11
CV1826	Financial Analyst Associate	V-810	EX-08
CV2856	Financial Analyst Associate Hourly	V-810	EX-08
CV2032	Financial Analyst Senior	V-812	EX-10
CV2414	Financial Analyst Senior Hourly	V-812	EX-10
CV1920	Financial Analyst Specialist	V-814	EX-12
CV2885	Financial Analyst Specialist Hourly	V-814	EX-12
CV1919	Financial Analyst Staff	V-620	NE-14
CV2912	Financial Analyst Supervisor	V-814	EX-12
CV2793	Financial Director	V-818	EX-16
LV2849	Financial Director	V-818	EX-16
CV2972	Financial Director Hourly	V-818	EX-16
CV2794	Financial Executive	V-820	EX-18
CV2792	Financial Manager	V-816	EX-14
LV2830	Financial Manager	V-816	EX-14
CN1922	Fingerprint Identification Clerk	N-612	NE-07
CN1923	Fingerprint Technician	N-615	NE-09
CN2737	Fingerprint Technician Lead	N-616	NE-10
CJ3034	Fire Alarm Technician	J-621	NE-14
CE0409	Fire Protection Engineer	E-817	EX-14
CE2902	Fire Protection Engineer Hourly	E-817	EX-14
CE0410	Fire Protection Supervisor	E-818	EX-15
CJ3035	Fire Sprinkler Technician	J-621	NE-14
CV2310	Fiscal Administrator I	V-813	EX-11
CV2933	Fiscal Administrator I Hourly	V-813	EX-11
CV2311	Fiscal Administrator II	V-815	EX-13
LV2971	Fiscal Administrator II	V-815	EX-13
CV3270	Fiscal Administrator II Hourly	V-815	EX-13
CV2312	Fiscal Administrator III	V-817	EX-15
CV2357	Fiscal Operational Supervisor I	V-808	EX-07
CV2908	Fiscal Operational Supervisor II	V-810	EX-08
RG2111	Fitness Instructor Certified	Z-123	CR-11
CJ3081	Fleet Collision Supervisor	J-811	EX-09
CJ3080	Fleet Collision Technician	J-621	NE-14
CA3082	Fleet Maintenance Manager	A-814	EX-12
CJ3286	Fleet Parts Specialist I	J-613	NE-08
CJ3287	Fleet Parts Specialist II	J-615	NE-09
CJ3288	Fleet Parts Specialist III	J-617	NE-11
CA3290	Fleet Parts Specialist Manager	A-814	EX-12
CJ3289	Fleet Parts Specialist Supervisor	J-621	NE-14
CJ3075	Fleet Technician I	J-617	NE-11
CJ3076	Fleet Technician II	J-619	NE-12
CJ3077	Fleet Technician III	J-621	NE-14
CJ3078	Fleet Technician Lead	J-622	NE-15
CJ3079	Fleet Technician Supervisor	J-811	EX-09
CJ2524	Food Production Supervisor	J-617	NE-11
CJ2525	Food Service Worker	J-608	NE-05
CE2660	Forensic Autopsy Technician	E-619	NE-12
CE2689	Forensic Autopsy Technician Supervisor	E-810	EX-08
CE3265	Forensic Director	E-821	EX-17

Job Code	Job Title	Current Pay Grade	Proposed Pay Grade
CE2442	Forensic Laboratory Technician	E-619	NE-12
CE3266	Forensic Manager	E-819	EX-15
CO2721	Forensic Pathologist	O-825	EX-23
CO2300	Forensic Pathology Fellow	O-811	EX-11
CA2191	Forensic Quality Assurance Specialist	A-812	EX-11
CE2194	Forensic Scientist I	E-811	EX-08
CE0412	Forensic Scientist II	E-814	EX-11
CE3185	Forensic Scientist III	E-816	EX-13
CE2195	Forensic Scientist Supervisor	E-817	EX-14
CN1811	Forestry Inspector	N-619	NE-12
CN2206	Forestry Inspector Senior	N-621	NE-14
CN1812	Forestry Supervisor	N-810	EX-08
CA3068	Fraud Claims Investigator	A-616	NE-11
CI1739	GIS Analyst	I-807	EX-06
CI1740	GIS Analyst Senior	I-810	EX-09
CI0341	GIS Data Administrator	I-814	EX-12
CI0344	GIS Photogrammetry Administrator	I-814	EX-12
CI1738	GIS Technician	I-615	NE-10
CJ2526	Glazier	J-617	NE-11
CC2529	Golf and Pro Shop Assistant	C-608	NE-05
CG2943	Golf Cart Attendant	Z-118	CR-05
CJ2527	Golf Course Operator	J-808	EX-06
CJ3043	Golf Course Operator Assistant	J-616	NE-10
CJ2740	Golf Course Superintendent	J-812	EX-10
CA2528	Golf Professional	A-809	EX-08
CA2475	Golf Professional Assistant	A-616	NE-11
RG2944	Golf Sales Associate	Z-118	CR-05
CG2378	Golf Starter and Ranger	Z-118	CR-05
CA2530	Graphics Designer	A-807	EX-06
LA2531	Graphics Designer	A-807	EX-06
CA2945	Graphics Designer Hourly	A-807	EX-06
CA2532	Graphics Supervisor	A-807	EX-06
CA2533	Graphics Technician	A-614	NE-10
CO2643	Health Care Technician	O-606	NE-05
CL0364	Hearing Officer	L-821	EX-19
CL2333	Hearing Officer Hourly	L-821	EX-19
CJ1933	Horticultural Worker	J-614	NE-08
CA3010	HR ADA Administrator	A-811	EX-10
CA2987	HR Benefits Analyst	A-809	EX-08
CA2986	HR Benefits Analyst Senior	A-811	EX-10
CA2985	HR Benefits and Wellness Director	A-818	EX-16
CA2993	HR Business Partner	A-809	EX-08
LA3154	HR Business Partner	A-809	EX-08
CA2992	HR Business Partner Senior	A-811	EX-10
CA2997	HR Classification and Compensation Analyst Associate	A-811	EX-10
CA2996	HR Classification and Compensation Analyst Senior	A-813	EX-12
CA3295	HR Classification and Compensation Analyst Staff	A-807	EX-06
CA2995	HR Classification and Compensation Director	A-818	EX-16
CA3000	HR Data Analyst	A-811	EX-10
VA3022	HR Data Analyst	A-811	EX-10

Job Code	Job Title	Current Pay Grade	Proposed Pay Grade
CA2999	HR Data Analyst Senior	A-813	EX-12
VA3024	HR Data Analyst Senior	A-813	EX-12
CA3038	HR Data Analyst Senior Hourly	A-813	EX-12
CA2989	HR Director	A-817	EX-15
LA3025	HR Director	A-817	EX-15
CA2990	HR Employee Relations Specialist	A-813	EX-12
LA3062	HR Employee Relations Specialist	A-813	EX-12
CA3006	HR Learning and Development Administrator	A-813	EX-12
LA3027	HR Learning and Development Administrator	A-813	EX-12
CA3008	HR Learning and Development Analyst	A-809	EX-08
LA3028	HR Learning and Development Analyst	A-809	EX-08
CA3007	HR Learning and Development Analyst Senior	A-811	EX-10
CA3004	HR Learning and Development Director	A-818	EX-16
CA3005	HR Learning and Development Manager	A-815	EX-13
LA3208	HR Learning and Development Manager	A-815	EX-13
CA3011	HR Leave Administration Coordinator	A-620	NE-14
LA3029	HR Leave Administration Coordinator	A-620	NE-14
CA3009	HR Leave and ADA Manager	A-814	EX-12
CA2747	HR Manager	A-815	EX-13
LA3030	HR Manager	A-815	EX-13
VA3023	HR Manager	A-815	EX-13
CA2955	HR Manager Hourly	A-815	EX-13
CA2991	HR Organizational Development Specialist	A-812	EX-11
CA0926	HR Supervisor	A-813	EX-12
LA3026	HR Supervisor	A-813	EX-12
VA2258	HR Supervisor	A-813	EX-12
VA2558	HR Supervisor	A-813	EX-12
CA2956	HR Supervisor Hourly	A-813	EX-12
CA3013	HR Talent Acquisition Director	A-818	EX-16
CA2218	HR Technician I	A-615	NE-11
LA2228	HR Technician I	A-615	NE-11
VA2897	HR Technician I	A-615	NE-11
CA2223	HR Technician II	A-617	NE-12
LA2417	HR Technician II	A-617	NE-12
VA2877	HR Technician II	A-617	NE-12
CA3021	HR Technician Lead	A-618	NE-13
CA2998	HR Technology and Innovation Director	A-818	EX-16
CA2650	Human Services Advocate	A-612	NE-08
CC2538	Human Services Hotline Operator	C-613	NE-09
CA3097	Human Services Operations Manager	A-812	EX-11
CA3096	Human Services Operations Supervisor	A-809	EX-08
CJ2539	HVAC Mechanic	J-619	NE-12
LJ2743	HVAC Mechanic	J-619	NE-12
CJ2540	HVAC Mechanic Supervisor	J-810	EX-08
CE3256	Infrastructure Program Manager	E-820	EX-16
CJ2542	Institution Food Steward	J-619	NE-12
CJ2543	Institution Food Steward Supervisor	J-622	NE-14
CV2241	Internal Audit Supervisor	V-815	EX-13
CV3106	Internal Audit Supervisor AO	V-815	EX-13
CV3044	Internal Auditor Associate	V-809	EX-08

Job Code	Job Title	Current Pay Grade	Proposed Pay Grade
CV2240	Internal Auditor Lead	V-813	EX-11
CV2239	Internal Auditor Senior	V-812	EX-10
CV3213	Internal Auditor Senior Hourly	V-812	EX-10
CV2238	Internal Auditor Staff	V-807	EX-06
CA2589	Interpreter Sign Language	A-619	NE-14
CL0360	Investigations Technician	L-620	NE-14
VL2368	Investigations Technician	L-620	NE-14
CN1940	Investigator Supervisor	N-812	EX-10
CI2336	IT Administrator I	I-816	EX-14
CI2337	IT Administrator II	I-818	EX-16
CI2338	IT Administrator III	I-820	EX-17
CI2858	IT Application Architect Associate	I-815	EX-13
CI2857	IT Application Architect Senior	I-816	EX-14
CI3083	IT Asset Management Analyst Associate	I-808	EX-07
CI3084	IT Asset Management Analyst Senior	I-810	EX-09
CI3126	IT Business Analyst Associate	I-811	EX-10
CI3127	IT Business Analyst Senior	I-814	EX-12
CI1660	IT Communications Technician I	I-626	NE-18
CI3040	IT Communications Technician II	I-628	NE-20
CI2866	IT Data Architect Associate	I-814	EX-12
CI2867	IT Data Architect Senior	I-816	EX-14
CI2865	IT Data Architect Staff	I-811	EX-10
CI3234	IT Data Engineer Associate	I-814	EX-12
CI3235	IT Data Engineer Senior	I-816	EX-14
CI2816	IT Database Administrator Associate	I-813	EX-11
CI2817	IT Database Administrator Senior	I-815	EX-13
CI3088	IT Database Developer Associate	I-813	EX-11
CI3089	IT Database Developer Senior	I-816	EX-14
CI1451	IT Developer Associate	I-812	EX-10
LI1576	IT Developer Associate	I-812	EX-10
CI2905	IT Developer Associate Hourly	I-812	EX-10
CI1452	IT Developer Senior	I-814	EX-12
LI1578	IT Developer Senior	I-814	EX-12
CI3114	IT Developer Senior Hourly	I-814	EX-12
CI1447	IT Developer Staff	I-808	EX-07
LI1574	IT Developer Staff	I-808	EX-07
CI2789	IT Director	I-821	EX-18
CI3033	IT Director Senior	I-822	EX-19
CI3090	IT Enterprise Architect Associate	I-816	EX-14
CI3091	IT Enterprise Architect Senior	I-817	EX-15
CI2416	IT ERP Applications Administrator II	I-815	EX-13
CI2325	IT ERP Developer Associate	I-813	EX-11
CI2324	IT ERP Developer Senior	I-815	EX-13
CI2328	IT ERP Systems Analyst Associate	I-813	EX-11
CI2327	IT ERP Systems Analyst Senior	I-815	EX-13
CI2790	IT Executive	I-823	EX-20
CI2787	IT Manager	I-817	EX-16
LI2906	IT Manager	I-817	EX-16
CI2788	IT Manager Senior	I-819	EX-17
LI2851	IT Manager Senior	I-819	EX-17

Job Code	Job Title	Current Pay Grade	Proposed Pay Grade
CI3086	IT Middleware Engineer Associate	I-812	EX-10
CI3087	IT Middleware Engineer Senior	I-816	EX-14
CI2799	IT Network Administrator I	I-622	NE-15
LI3243	IT Network Administrator I	I-622	NE-15
CI2798	IT Network Administrator II	I-812	EX-10
CI2797	IT Network Engineer	I-814	EX-12
LI2921	IT Network Engineer	I-814	EX-12
CI2423	IT Program Manager	I-819	EX-16
CI2420	IT Project Manager I	I-813	EX-11
LI3236	IT Project Manager I	I-813	EX-11
CI2421	IT Project Manager II	I-815	EX-13
LI2892	IT Project Manager II	I-815	EX-13
CI2422	IT Project Manager III	I-817	EX-15
CI2887	IT Project Manager III Hourly	I-817	EX-15
CI3128	IT Quality Assurance Analyst Associate	I-811	EX-10
CI3129	IT Quality Assurance Analyst Senior	I-814	EX-12
CI3293	IT Security Analyst Associate	I-812	EX-10
CI3294	IT Security Analyst Senior	I-815	EX-13
CI1870	IT Security Manager	I-819	EX-17
CI2796	IT Security Specialist	I-818	EX-16
CI1448	IT Systems Administrator Associate	I-812	EX-10
LI1570	IT Systems Administrator Associate	I-812	EX-10
VI1571	IT Systems Administrator Associate	I-812	EX-10
CI1450	IT Systems Administrator Senior	I-814	EX-12
LI1572	IT Systems Administrator Senior	I-814	EX-12
VI1573	IT Systems Administrator Senior	I-814	EX-12
CI2811	IT Systems Administrator Senior Hourly	I-814	EX-12
CI1449	IT Systems Administrator Staff	I-622	NE-15
LI1568	IT Systems Administrator Staff	I-622	NE-15
CI1718	IT Systems Analyst Associate	I-812	EX-10
LI2213	IT Systems Analyst Associate	I-812	EX-10
CI1719	IT Systems Analyst Senior	I-814	EX-12
LI2373	IT Systems Analyst Senior	I-814	EX-12
CI2637	IT Systems Analyst Senior Hourly	I-814	EX-12
CI1717	IT Systems Analyst Staff	I-808	EX-07
CI2214	IT Systems Architect	I-817	EX-15
LI3244	IT Systems Architect	I-817	EX-15
CI1667	IT Technical Writer	I-811	EX-10
CI1658	IT Technician I	I-614	NE-09
LI1670	IT Technician I	I-614	NE-09
CI1659	IT Technician II	I-617	NE-12
LI1673	IT Technician II	I-617	NE-12
CI2247	IT Technician III	I-619	NE-13
CI2456	IT Technician Lead	I-620	NE-14
CI1661	IT Technician Supervisor	I-812	EX-10
LI1711	IT Technician Supervisor	I-812	EX-10
CI3085	IT Web Administrator Associate	I-811	EX-10
CI0349	IT Web Administrator Senior	I-813	EX-11
CI3221	IT Web UI-UX Designer Associate	I-809	EX-08
CI3222	IT Web UI-UX Designer Senior	I-813	EX-11

Job Code	Job Title	Current Pay Grade	Proposed Pay Grade
CC2315	Judicial Assistant I	C-614	NE-10
CC2316	Judicial Assistant II	C-616	NE-11
CC2317	Judicial Assistant III	C-618	NE-13
CL2318	Judicial Assistant IV	L-620	NE-14
CO2669	Laboratory Technician Senior	O-613	NE-10
CE0415	Land Surveyor	E-813	EX-10
CE2175	Land Surveyor Staff	E-811	EX-08
CE2176	Land Surveyor Supervisor	E-815	EX-12
CE0433	Landscape Architect Senior	E-814	EX-11
CE0417	Landscape Architect Supervisor	E-816	EX-13
CN2289	Landside Service Agent I	N-612	NE-07
CN1942	Landside Service Agent II	N-616	NE-10
CN1944	Landside Service Supervisor	N-808	EX-06
CJ2545	Laundry Supervisor	J-609	NE-06
CJ2546	Laundry Worker	J-608	NE-05
CL2889	Law Clerk	L-813	EX-12
CN3111	Law Enforcement Records Technician	N-617	NE-11
CN3112	Law Enforcement Records Technician Lead	N-619	NE-12
CL3192	Legal Administrator I	L-811	EX-10
CL3193	Legal Administrator II	L-813	EX-12
CL3194	Legal Administrator III	L-814	EX-13
CL0365	Legal Research Investigative Assistant	L-624	NE-17
CC0271	Legal Secretary	C-618	NE-13
YA2457	Legislative Policy Analyst	A-812	EX-11
YA3101	Legislative Policy Analyst Senior	A-814	EX-12
LA1280	Librarian	A-807	EX-06
LA1276	Librarian Catalog	A-807	EX-06
LA2450	Librarian Catalog Hourly	A-807	EX-06
LA1312	Librarian Catalog Senior	A-809	EX-08
LA2451	Librarian Hourly	A-807	EX-06
LA1310	Librarian Senior	A-809	EX-08
LA1315	Librarian Special Collection	A-808	EX-07
LA2452	Librarian Special Collection Hourly	A-808	EX-07
LA1316	Librarian Special Collection Senior	A-809	EX-08
LG2888	Library Aide	Z-118	CR-05
LC1240	Library Bibliographic Technician	C-610	NE-06
LA1277	Library Cataloging Assistant	A-612	NE-08
LA2765	Library Director	A-816	EX-14
LA2749	Library Manager	A-814	EX-12
LA1305	Library Outreach Specialist	A-808	EX-07
LA2397	Library Program Associate	A-615	NE-11
CO2662	Licensed Practical Nurse	O-611	NE-08
CC2353	Licensing Technician I	C-615	NE-10
CC3056	Licensing Technician II	C-616	NE-11
RG2401	Lifeguard	Z-118	CR-05
CJ2551	Locksmith	J-616	NE-10
CA2554	Maintenance Control Supervisor	A-808	EX-07
CA2555	Maintenance Control Technician	A-615	NE-11
CA2556	Maintenance Liaison	A-615	NE-11
CA3115	Maintenance Planner	A-808	EX-07

Job Code	Job Title	Current Pay Grade	Proposed Pay Grade
CJ2552	Maintenance Technician	J-615	NE-09
CO3110	Mammography Technologist Lead	O-622	NE-17
CA2252	Management Analyst Associate	A-809	EX-08
LA2400	Management Analyst Associate	A-809	EX-08
CA2412	Management Analyst Associate Hourly	A-809	EX-08
FA2137	Management Analyst OIM	A-811	EX-10
CA2253	Management Analyst Senior	A-811	EX-10
LA2876	Management Analyst Senior	A-811	EX-10
MA2284	Management Analyst Senior	A-811	EX-10
CA3031	Management Analyst Senior Hourly	A-811	EX-10
CA2254	Management Analyst Specialist	A-813	EX-12
FA2814	Management Analyst Specialist	A-813	EX-12
CA2251	Management Analyst Staff	A-805	EX-05
CA3292	Management Analyst Staff Hourly	A-805	EX-05
CA2255	Management Analyst Supervisor	A-813	EX-12
CA2750	Manager	A-814	EX-13
EA2771	Manager	A-814	EX-13
LA3113	Manager	A-814	EX-13
MA2751	Manager	A-814	EX-13
CE2777	Manager Engineering and Science	E-818	EX-15
CA2841	Marketing and Communications Associate	A-810	EX-09
LA2846	Marketing and Communications Associate	A-810	EX-09
YA3196	Marketing and Communications Associate	A-810	EX-09
CA2843	Marketing and Communications Associate Hourly	A-810	EX-09
CA3053	Marketing and Communications Director	A-817	EX-15
EA3240	Marketing and Communications Director	A-817	EX-15
LA3229	Marketing and Communications Director	A-817	EX-15
CA2839	Marketing and Communications Manager	A-815	EX-13
LA2844	Marketing and Communications Manager	A-815	EX-13
CA2840	Marketing and Communications Specialist	A-813	EX-12
LA2845	Marketing and Communications Specialist	A-813	EX-12
MA2939	Marketing and Communications Specialist	A-813	EX-12
CA2907	Marketing and Communications Specialist Hourly	A-813	EX-12
LA2967	Marketing and Communications Specialist Hourly	A-813	EX-12
CA2842	Marketing and Communications Staff	A-805	EX-05
LA2847	Marketing and Communications Staff	A-805	EX-05
YA3042	Marketing and Communications Staff	A-805	EX-05
CJ2559	Master Trades Worker	J-622	NE-14
CE2408	Materials Laboratory Administrator	E-817	EX-14
CE0418	Materials Tester	E-619	NE-12
CJ2561	Mechanical Inspector	J-621	NE-14
CO2715	Medical Imaging Manager	O-813	EX-12
CO2647	Medical Office Assistant	O-607	NE-06
CA2362	Medical Only Claims Adjuster	A-614	NE-10
CO0584	Medical Technologist	O-808	EX-08
CO0583	Medical Technologist Section Supervisor	O-810	EX-10
CO0585	Medical Technologist Unit Supervisor	O-809	EX-09
CC0275	Medical Transcriptionist	C-612	NE-08
CJ3036	Millwright	J-621	NE-14
CA0909	Modified Duty Coordinator	A-614	NE-10

Job Code	Job Title	Current Pay Grade	Proposed Pay Grade
FA2134	Monitor OIM	A-818	EX-16
OA3269	Monitor OIM	A-818	EX-16
CC2351	Motor Vehicle Supervisor	C-618	NE-13
CC2349	Motor Vehicle Technician I	C-614	NE-10
CC2350	Motor Vehicle Technician II	C-615	NE-11
CC2738	Motor Vehicle Technician III	C-616	NE-12
CJ2562	Multiple Trades Supervisor	J-810	EX-08
CN2566	National Crime Information Center Agent (NCIC)	N-615	NE-09
CN2890	National Crime Information Center Agent Lead	N-616	NE-10
CO2684	Nuclear Medicine Technologist	O-622	NE-17
CO0595	Nursing Program Manager	O-812	EX-11
CO0618	Occupational Therapist Senior	O-809	EX-09
CA3015	Onboarding Supervisor	A-813	EX-12
CA3003	Online Designer	A-810	EX-09
CA3002	Online Designer Senior	A-812	EX-11
CA2313	Operational Supervisor I	A-808	EX-07
LA3117	Operational Supervisor I	A-808	EX-07
CA2824	Operational Supervisor I Hourly	A-808	EX-07
CA2314	Operational Supervisor II	A-810	EX-09
LA2629	Operational Supervisor II	A-810	EX-09
CA0653	Operations Assistant	A-613	NE-09
LA2383	Operations Assistant	A-613	NE-09
VA2411	Operations Assistant	A-613	NE-09
CJ1982	Operations Supervisor	J-812	EX-10
LJ2306	Operations Supervisor	J-812	EX-10
CA2668	Outreach Case Coordinator	A-615	NE-11
LA3094	Outreach Case Coordinator	A-615	NE-11
CA3139	Outreach Trainer	A-621	NE-15
CJ2567	Painter	J-616	NE-10
CL2140	Paralegal I	L-618	NE-13
CL0367	Paralegal II	L-620	NE-14
CL0366	Paralegal III	L-623	NE-17
CO2675	Paramedic	O-620	NE-15
CO2791	Paramedic Assistant Chief	O-815	EX-14
CO2716	Paramedic Chief	O-817	EX-16
CN2568	Paramedic Dispatch Supervisor	N-623	NE-15
CN2569	Paramedic Dispatcher	N-620	NE-13
CO2698	Paramedic Field Supervisor	O-811	EX-11
CO2704	Paramedic Fleet Supervisor	O-812	EX-11
CO2705	Paramedic Operations Supervisor	O-812	EX-11
CJ1983	Park Horticulturist	J-615	NE-09
CN2570	Park Ranger	N-615	NE-09
CN2550	Park Ranger Senior	N-618	NE-11
CN2872	Park Ranger Supervisor	N-810	EX-08
CG2113	Park Seasonal Laborer	Z-118	CR-05
CN1984	Parking and Speeding Enforcement Supervisor	N-808	EX-06
CJ1985	Parking Meter Collector	J-612	NE-07
CJ3105	Parking Meter Technician	J-616	NE-10
CE0372	Parks Landscape Planner Associate	E-811	EX-08
CE0438	Parks Landscape Planner Staff	E-620	NE-12

Job Code	Job Title	Current Pay Grade	Proposed Pay Grade
CJ3148	Parks Natural Resources Technician I	J-618	NE-11
CJ3149	Parks Natural Resources Technician II	J-620	NE-13
CV2367	Payroll Associate	V-617	NE-11
LV2388	Payroll Associate	V-617	NE-11
CV2365	Payroll Associate Lead	V-810	EX-09
CV2366	Payroll Associate Senior	V-809	EX-08
CV2363	Payroll Supervisor	V-813	EX-11
CA3209	Payroll Systems Administrator	A-814	EX-12
CA3163	Peer Navigator	A-615	NE-11
CE3045	Permit Review Technician I	E-618	NE-11
CE3046	Permit Review Technician II	E-620	NE-12
CE3047	Permit Review Technician Lead	E-621	NE-13
CE1597	Permit Supervisor	E-808	EX-06
CV3173	Personal Property Appraiser I	V-614	NE-09
CV3174	Personal Property Appraiser II	V-616	NE-11
CV3175	Personal Property Appraiser III	V-618	NE-12
CV3176	Personal Property Appraiser Supervisor	V-811	EX-09
CO0600	Pharmacist	O-816	EX-15
CN2259	Photo Enforcement Agent I	N-615	NE-09
CN3263	Photo Enforcement Agent II	N-617	NE-11
CO0619	Physical Therapist Senior	O-812	EX-11
CO2723	Physician Senior	O-825	EX-23
CO2727	Physician Technical Senior	O-827	EX-24
CE0424	Plans Review Engineer	E-817	EX-14
CE2873	Plans Review Engineer Hourly	E-817	EX-14
CE3048	Plans Review Specialist I	E-623	NE-15
BE3055	Plans Review Specialist II	E-625	NE-16
CE3049	Plans Review Specialist II	E-625	NE-16
CE2229	Plans Review Supervisor	E-813	EX-10
CJ2571	Plumber	J-620	NE-13
CJ2572	Plumbing Inspector	J-621	NE-14
CJ2573	Plumbing Supervisor	J-810	EX-08
CC2741	Pool Coordinator	C-607	NE-05
CJ2578	Pool Maintenance Technician	J-616	NE-10
CN3187	Pretrial Services Officer I	N-617	NE-11
CN3188	Pretrial Services Officer II	N-620	NE-13
CN3189	Pretrial Services Officer III	N-621	NE-14
CN3190	Pretrial Services Officer IV	N-623	NE-15
CN3191	Pretrial Services Supervisor	N-812	EX-10
CA2966	Prevailing Wage Analyst	A-808	EX-07
CA3060	Prevailing Wage Analyst Lead	A-809	EX-08
CA3220	Prevailing Wage Technician	A-616	NE-11
CE2784	Principal Project Manager	E-822	EX-18
CN2054	Probation Officer I	N-617	NE-11
CN1829	Probation Officer II	N-620	NE-13
CN2034	Probation Officer III	N-623	NE-15
CN1997	Probation Officer Supervisor	N-812	EX-10
CA0938	Program Administrator	A-808	EX-07
LA1716	Program Administrator	A-808	EX-07
YA1716	Program Administrator	A-808	EX-07

Job Code	Job Title	Current Pay Grade	Proposed Pay Grade
CA2628	Program Administrator Hourly	A-808	EX-07
LA2976	Program Administrator Hourly	A-808	EX-07
CA1715	Program Coordinator	A-618	NE-13
LA2430	Program Coordinator	A-618	NE-13
CA1714	Program Manager	A-811	EX-10
LA2962	Program Manager	A-811	EX-10
CA2905	Program Quality Assurance Technician	A-617	NE-12
CE0426	Project Inspector	E-811	EX-08
CE2940	Project Inspector Hourly	E-811	EX-08
CE3186	Project Inspector Supervisor	E-814	EX-11
CA2290	Project Manager I	A-815	EX-13
CE2291	Project Manager I Engineering	E-814	EX-11
CV2292	Project Manager I Fiscal	V-812	EX-10
CA2293	Project Manager II	A-817	EX-15
CE2294	Project Manager II Engineering	E-816	EX-13
CV2295	Project Manager II Fiscal	V-814	EX-12
CN1999	Property and Evidence Technician	N-616	NE-10
CN2736	Property and Evidence Technician Lead	N-617	NE-11
CE2893	Public Health Administrator	E-813	EX-10
TB0017	Public Safety Cadet	B-403	CR-FLR
CA2813	Public Works Director Senior	A-819	EX-17
LA2557	Publication Manager	A-811	EX-10
CA2752	Purchasing Manager	A-814	EX-12
CA1774	Purchasing Technician	A-616	NE-11
CA2184	Ramp Tower Supervisor	A-811	EX-10
CA2278	Real Estate Agent	A-811	EX-10
CA2279	Real Estate Agent Senior	A-813	EX-12
CV1830	Real Property Appraiser Associate	V-807	EX-06
CV2036	Real Property Appraiser Senior	V-809	EX-08
CV2007	Real Property Appraiser Specialist	V-811	EX-09
CV2055	Real Property Appraiser Staff	V-616	NE-11
CV2008	Real Property Appraiser Supervisor	V-813	EX-11
CN3254	Real Time Crime Center Technician	N-618	NE-11
CN3255	Real Time Crime Center Technician Lead	N-619	NE-12
RG2909	Recreation Assistant	Z-118	CR-05
CA2906	Recreation Center Coordinator	A-617	NE-12
CA2583	Recreation Instructor	A-607	NE-05
CA0963	Recreation Manager	A-812	EX-11
CA2925	Recreation Program Coordinator	A-617	NE-12
CC2908	Recreation Services Representative	C-608	NE-05
CA2584	Recreation Supervisor	A-808	EX-07
CA2834	Recreation Supervisor Senior	A-810	EX-09
CO0612	Recreational Therapist	O-809	EX-09
CA3017	Recruiter	A-809	EX-08
LA3057	Recruiter	A-809	EX-08
CA3018	Recruiter Associate	A-807	EX-06
CA3016	Recruiter Senior	A-811	EX-10
CA3014	Recruiting Manager	A-815	EX-13
CO0614	Registered Nurse	O-808	EX-08
CO0558	Registered Nurse Advanced	O-809	EX-09

Job Code	Job Title	Current Pay Grade	Proposed Pay Grade
CO0620	Registered Nurse Senior	O-810	EX-10
CA0969	Research Supervisor	A-813	EX-12
CA3250	Revenue Development Partner Associate	A-809	EX-08
CA3253	Revenue Development Partner Manager	A-815	EX-13
CA3251	Revenue Development Partner Senior	A-811	EX-10
CA3252	Revenue Development Partner Specialist	A-813	EX-12
CN2089	Right of Way Enforcement Agent I	N-615	NE-09
CN2393	Right of Way Enforcement Agent II	N-617	NE-11
CN3273	Right of Way Inspector I	N-616	NE-10
CN3274	Right of Way Inspector II	N-618	NE-11
CN3275	Right of Way Inspector III	N-620	NE-13
CN3276	Right of Way Inspector Supervisor	N-810	EX-08
CA0974	Safety and Industrial Hygiene Administrator	A-812	EX-11
CA0973	Safety and Industrial Hygiene Professional I	A-619	NE-14
CA0997	Safety and Industrial Hygiene Professional II	A-810	EX-09
CA2215	Safety and Industrial Hygiene Supervisor	A-813	EX-12
LN1926	Security Officer	N-609	NE-05
CN3195	Security Operations Center Technician	N-616	NE-10
CN2341	Security Specialist	N-613	NE-08
CN3152	Security Specialist Supervisor	N-618	NE-11
CN2018	Security Supervisor	N-614	NE-09
LN2019	Security Supervisor	N-614	NE-09
CL3264	Self-Represented Litigants Administrator	L-807	EX-06
CC2853	Senior Aviation Security Agent	C-616	NE-11
DL1184	Senior Chief Deputy District Attorney	L-823	EX-20
CO2664	Senior Clinical Care Associate	O-610	NE-08
DL1183	Senior Deputy District Attorney	L-820	EX-18
FL3268	Senior Deputy Monitor OIM	L-817	EX-15
CE2409	Senior Project Inspector	E-812	EX-09
CO2712	Shelter Veterinarian	O-814	EX-13
CA2686	Social Case Worker	A-807	EX-06
CA2904	Social Case Worker Hourly	A-807	EX-06
CA2694	Social Case Worker Lead	A-809	EX-08
CA2690	Social Case Worker Senior	A-808	EX-07
LA2935	Social Case Worker Senior	A-808	EX-07
CA2657	Social Case Worker Staff	A-614	NE-10
CA2700	Social Case Worker Supervisor	A-811	EX-10
LA2973	Social Case Worker Supervisor	A-811	EX-10
CA2590	Special Events Coordinator	A-811	EX-10
LA2591	Special Events Coordinator	A-811	EX-10
CO0627	Speech Therapist	O-810	EX-10
CO0623	Speech Therapist Senior	O-811	EX-11
RG2120	Sports Official Certified	Z-123	CR-11
RG2121	Sports Official Non-Certified	Z-118	CR-05
CJ2597	Stable Master	J-615	NE-09
CA1002	Staff Assistant	A-617	NE-12
FA2332	Staff Assistant	A-617	NE-12
LA1317	Staff Assistant	A-617	NE-12
YA1151	Staff Assistant	A-617	NE-12
CE2795	Staff Project Inspector	E-621	NE-13

Job Code	Job Title	Current Pay Grade	Proposed Pay Grade
CA1010	Statistical Researcher Associate	A-809	EX-08
FA2896	Statistical Researcher Associate	A-809	EX-08
CA1009	Statistical Researcher Senior	A-811	EX-10
FA2927	Statistical Researcher Senior	A-811	EX-10
CJ2598	Stockkeeper I	J-609	NE-05
EJ2599	Stockkeeper I	J-609	NE-05
LJ2600	Stockkeeper I	J-609	NE-05
CJ2602	Stockkeeper II	J-614	NE-08
CJ2605	Stockkeeper III	J-616	NE-10
CJ2603	Stockroom Manager	J-810	EX-08
CJ2604	Stockroom Supervisor	J-620	NE-13
LJ2631	Stockroom Supervisor	J-620	NE-13
CA1609	Strategic Advisor	A-816	EX-14
LA1611	Strategic Advisor	A-816	EX-14
MA2399	Strategic Advisor	A-816	EX-14
CA3233	Strategic Advisor Hourly	A-816	EX-14
CJ3216	Surplus Warehouse Technician	J-616	NE-10
CE1777	Surveying Technician I	E-618	NE-11
CE1778	Surveying Technician II	E-620	NE-12
CE1779	Surveying Technician III	E-622	NE-14
CV2237	Tax Audit Supervisor	V-815	EX-13
CV2236	Tax Auditor Lead	V-813	EX-11
CV2235	Tax Auditor Senior	V-812	EX-10
CV2234	Tax Auditor Staff	V-807	EX-06
CV2129	Tax Compliance Agent I	V-617	NE-11
CV2130	Tax Compliance Agent II	V-619	NE-13
CV3161	Tax Compliance Specialist	V-621	NE-14
CV2132	Tax Compliance Supervisor	V-810	EX-08
CV2355	Tax Technician I	V-614	NE-09
CV2356	Tax Technician II	V-616	NE-11
CV3160	Tax Technician Specialist	V-618	NE-12
CV3162	Tax Technician Supervisor	V-810	EX-08
CA2831	Team Decision Making Facilitator	A-807	EX-06
CA2832	Team Decision Making Facilitator Lead	A-808	EX-07
BA1124	Technical Director Board of Adjustment-Zoning	A-808	EX-07
CA2615	Television and Video Director-Editor	A-812	EX-11
CA2616	Television and Video Director-Editor Hourly	A-812	EX-11
CA2617	Television and Video Producer	A-812	EX-11
CA2588	Television and Video Producer Senior	A-814	EX-12
CA2948	Television and Video Producer Senior Hourly	A-814	EX-12
RG2624	Television and Video Production Support Technician	Z-122	CR-10
CI2335	Television Engineer	I-811	EX-10
CI2903	Television Engineer Hourly	I-811	EX-10
CA2606	Television Programmer	A-811	EX-10
CA2804	Terminal Operations Officer	A-624	NE-17
CA2807	Terminal Operations Supervisor	A-812	EX-11
LA2898	Therapist Licensed Masters Level	A-807	EX-06
CA2702	Therapist Supervisor	A-810	EX-09
CJ2960	Tractor Trailer Operator	J-618	NE-11
CJ2607	Trades Apprentice	J-613	NE-08

Job Code	Job Title	Current Pay Grade	Proposed Pay Grade
CJ2677	Trades Inspector	J-621	NE-14
CJ2863	Traffic Operations Technician I	J-615	NE-09
CJ2864	Traffic Operations Technician II	J-617	NE-11
CJ3166	Traffic Signal Inspector	J-621	NE-14
CJ2608	Traffic Signal Technician I	J-616	NE-10
CJ2609	Traffic Signal Technician II	J-618	NE-11
CJ2610	Traffic Signal Technician III	J-620	NE-13
CJ2611	Traffic Signal Technician Supervisor	J-810	EX-08
CJ3165	Traffic Signs and Markings Inspector	J-618	NE-11
CC0304	Transcriptionist Senior	C-617	NE-12
CN2081	Underground Utility Investigator	N-614	NE-08
CN2082	Underground Utility Investigator Supervisor	N-618	NE-11
CO1599	Unit Charge Nurse	O-810	EX-10
CE0440	Urban Design Architect	E-814	EX-11
RG2347	Usher I	Z-118	CR-05
RG3066	Usher II	Z-119	CR-06
RG3067	Usher Lead	Z-121	CR-08
CJ2083	Utility Worker I	J-612	NE-07
LJ2085	Utility Worker I	J-612	NE-07
CJ2041	Utility Worker II	J-614	NE-08
LJ2042	Utility Worker II	J-614	NE-08
CA2459	Utilization Management Specialist	A-807	EX-06
CA2460	Utilization Management Specialist Lead	A-808	EX-07
CN2088	Vehicle Boot Investigator	N-618	NE-11
CN2620	Vehicle Impound Clerk	N-612	NE-07
CO3183	Veterinary Fellow	O-611	NE-08
CO2649	Veterinary Technician	O-610	NE-08
CA1033	Victim Advocate	A-617	NE-12
CA2671	Victim Specialist	A-616	NE-11
CV2361	Wastewater Data Technician	V-612	NE-08
CE1680	Wastewater Quality Control Manager	E-817	EX-14
CE1712	Wastewater Quality Control Supervisor	E-811	EX-08
CE2432	Wastewater Quality Technician	E-618	NE-11
CN2097	Wastewater Systems Data Investigator	N-617	NE-11
CJ2068	Wastewater Video Inspector I	J-614	NE-08
CJ2038	Wastewater Video Inspector II	J-616	NE-10
CJ2073	Wastewater Video Inspector III	J-620	NE-13
CN2098	Water Quality Investigator	N-619	NE-12
CJ2735	Welder	J-618	NE-11
CA2988	Wellness Program Administrator	A-809	EX-08
CA1046	Work Release Technician	A-616	NE-11
CA3210	Workday Analyst Associate	A-809	EX-08
CA3211	Workday Analyst Senior	A-812	EX-11
CA3212	Workday Analyst Specialist	A-814	EX-12
CA1048	Workers Compensation Claims Supervisor	A-812	EX-11
CO2404	Workers Compensation Registered Nurse	O-810	EX-10
CA1723	Workforce Development Advisor Senior	A-808	EX-07
TA1585	Youth Assistant	A-403	CR-FLR
CA2670	Youth Counselor	A-617	NE-12
CA2880	Youth Counselor Lead	A-618	NE-13

Job Code	Job Title	Current Pay Grade	Proposed Pay Grade
CA2696	Youth Counselor Supervisor	A-809	EX-08
CA3142	Youth Operative Associate	A-607	NE-05
CE3284	Zoning Inspection Specialist	E-623	NE-15
CA2102	Zoo Area Supervisor	A-807	EX-06
CO2672	Zoo Veterinary Technician	O-613	NE-10
CA2105	Zookeeper	A-613	NE-09

*Correction: Should be EX-20 for the Deputy Director of Aviation and EX-06 for GIS Analyst.
Should be I-819 for the IT Security Manager and I-818 for IT Security Specialist.

Sec. 18-3. - Powers and duties of the Office of Human Resources Executive Director.

The Office of Human Resources Executive Director shall serve at the pleasure of the board, shall administer the Office of Human Resources and shall be the appointing authority for all employees of the Office of Human Resources, except career service hearing officers and any other appointee serving at the pleasure of the board as provided in the Charter. The Office of Human Resources Executive Director shall:

- (a) Assist the career service board in carrying out the powers and duties set forth in section 18-2.
- (b) Upon request of the mayor or the city council, directly assist the mayor or city council in formulating alternatives to implementing the career service board's annual recommendations regarding modification of the classification and pay plan.
- (c) ~~From time to time~~ Provide recommendations to the mayor and city council for other modifications to the classification and pay plan in order to promote the city's policy of providing generally prevailing compensation to employees in the career service and ensuring like pay for like work.
- (d) Conduct benefit surveys when requested by the mayor, the city council, or the career service board as required by the Charter.
- (e) Recommend to the mayor and city council changes to employee benefits as described in section 18-5(c) after the career service board conducts at least one (1) public hearing on the proposed change.
- (f) Administer any duly adopted employee benefits programs.
- (g) Develop and administer, in cooperation with other city departments and agencies, employee training and organizational development programs.
- (h) Develop and administer, in cooperation with other city departments and agencies, publications, surveys, advisory boards, and other measures for communication to and from employees on matters of compensation, conditions of employment, and administration of the merit system.
- (i) Obtain voluntary benefit plans and programs for eligible city employees, provided that such plans and programs are at no cost to the city and are fully funded by employees.
- (j) Perform all other functions appropriate to a central human resource agency for employees in the career service including maintaining the official personnel records of career service employees, except those functions specifically reserved to the career service board or to other officers, departments or agencies by the Charter or ordinances of the city.

(Ord. No. 959-05, § 1, 12-19-05; Ord. No. 661-12, § 3, 12-26-12)

Sec. 18-5. - Annual setting of classifications, pay plans and benefits.

- (a) *Pay plan adjustments; exceptions.* On or before ~~May~~ August 1 of each year, the career service board shall recommend classification and pay plan adjustments to the mayor and city council for all job classifications in the career service and for job classifications not in the career service based upon the duties of the job classifications except: those to which the provisions of section 9.2.1 of the Charter apply; the ranks in the classified service of the fire and police departments; deputy sheriffs, deputy sheriff majors, and deputy sheriff division chiefs. Any pay rate recommended by the board shall provide like pay for like work and shall be based on annual surveys of equal to generally prevailing pay rates in the Denver metropolitan area or in other appropriate geographic areas so long as such survey data has been adjusted to the Denver market using economic adjustment tools. ~~as reflected in the annual survey of generally prevailing rates and shall provide like pay for like work. If it is determined, pursuant to criteria proposed by the career service board and approved by the council, that the generally prevailing rates in the Denver metropolitan area are inadequate to attract qualified candidates for certain classifications, or that there are no comparable positions in the Denver metropolitan~~

area, then the pay rate for those classifications may be equal to the generally prevailing pay rates in either the region or the nation.

- (b) *Annual implementation of pay plan adjustments.* The mayor and the city council may accept, reject or modify any pay recommendation made by the board or the director pursuant to this section. The **pay recommendations accepted or modified by the mayor and the city council** required under subsection (a) of this section shall be implemented in accordance with the career service rules. ~~the following manner to the extent justified by the annual survey of generally prevailing pay rates:~~
- (1) ~~When the recommendation is to increase the range minimum of a pay grade, the range minimum shall be increased to reflect market data, with the range maximum in the pay grade modified by the percentage increment necessary to maintain the structure and integrity of the current pay grade. Each employee in the adjusted pay grade shall maintain his or her current rate of pay and classification. In no event shall the employee receive less than the range minimum of the pay grade assigned to his or her classification or less than his or her current rate of pay. These adjustments shall occur no later than July 1 of the year in which the recommendation is made.~~
- (2) ~~When the recommendation is to change a classification to a higher pay grade, the pay for employees in that classification shall be increased by increments of four and fifty-five hundredths (4.55) percent per pay grade increase on January 1 of the year following the recommendation. This subsection shall only apply to employees who are in the affected classification on the effective date of the change. In no event shall the employee be paid in excess of the range maximum of the range. These adjustments shall occur no later than January 1 in the year following the year in which the recommendation is made.~~
- (13) The annual ordinance implementing the pay plan adjustments in accordance with this section and updating the classification and pay plan shall incorporate any interim adjustments to the classification and pay plan made by the Executive Director of the Office of Human Resources as provided in section 18-42(d), to the extent the city council chooses to ratify such interim adjustments.
- (c) *Benefits.* Upon the request of the mayor or the city council, the Office of Human Resources Executive Director shall survey and recommend changes to employee benefits as necessary to attract and retain a qualified and competent workforce and to maintain the city's policy to provide generally prevailing compensation to employees in the classifications set forth in subsection (a) of this section. The director shall consult with and obtain a recommendation from the employee health insurance committee as provided in division 2 of article VI of this chapter prior to recommending any change to health insurance benefits. The mayor and the city council may accept, reject or modify any benefit recommendation made by the director pursuant to this section.
- (d) *Audit of survey methodologies and recommendations.* In 2006 and not less than once every four (4) years thereafter, the mayor shall commission an independent audit of survey methodologies, determinations regarding generally prevailing rates and prevailing practices, and recommendations regarding pay rates and benefits made by the career service board or the Office of Human Resources Executive Director in the preceding year. Results of the independent audit shall be provided by the mayor to the city council, the career service board and the Office of Human Resources Executive Director.

(Ord. No. 959-05, § 1, 12-19-05; Ord. No. 288-09, § 1, 5-18-09; Ord. No. 571-10, § 1, 10-18-10; Ord. No. 661-12, § 3, 12-26-12; Ord. No. 156-18, § 1, 3-5-18)

Sec. 18-41. - Present incumbents.

~~Employees whose rates of pay immediately prior to the effective date of the latest pay plan exceeded the maximum rates of pay provided for the classes in which their positions are allocated shall continue to receive such rates until the range maximum of the pay range resulting from annual pay survey increases exceeds their rates of pay or until they leave their positions with the exception of deputy sheriff classifications.~~ **Employees whose pay rate immediately prior to the effective date of the latest pay plan was higher than the range maximum shall remain at the same pay rate until adjustments to the pay tables permit future additional wage growth or until they leave their positions, with the exception of deputy sheriff classifications.**

(Ord. No. 959-05, § 1, 12-19-05; Ord. No. 571-10, § 2, 10-18-10)

Sec. 18-42. - Classification plans and pay ~~schedules~~ **tables**.

- (a) Classification plans and pay ~~schedules~~ **tables**, and any amendments thereto, shall be approved by the city council by ordinance, subject to the exceptions for interim adjustments set forth in subsection (d) of this section. Current classification plans and pay ~~schedules~~ **tables** for all employees in the career service and for those employees not in the career service as set forth in division 3 of this article II shall be kept and maintained on record in the office of the clerk and recorder and the Office of Human Resources at all times, and shall be available for public inspection both in person and on-line. Each

class title set forth in the classification plans shall be assigned a pay grade corresponding to the pay ~~schedules~~-~~tables~~.

- (b) Pay ~~schedules~~-~~tables~~ shall be provided for all class titles and pay grades identified in the classification plans. The term "pay ~~schedules~~-~~tables~~" is deemed to be synonymous with "pay plan" within the meaning of the charter and this code. Separate pay ~~schedules~~-~~tables~~ shall be provided for exempt and non-exempt classes. For purposes of this section, the term "exempt" refers to classes which are exempt from overtime requirements of the federal Fair Labor Standards Act, whether or not such classes are authorized to be paid overtime because of community standards. For purposes of this section, the term "non-exempt" refers to classes which are entitled to receive overtime payments under the requirements of the Fair Labor Standards Act.
- (c) The classification plans and pay ~~schedules~~-~~tables~~ shall also include:
 - (1) Training pay ~~schedules~~-~~tables~~.
 - (2) A community rate ~~schedule~~ ~~table~~ of hourly pay rates applicable to classes that are used on an on-call or part-time basis.
- (d) After any annual setting of classifications and pay plans as required in section 18-5, and before the next annual setting of classifications and pay plans, the Executive Director of the Office of Human Resources may make interim adjustments to classifications and pay ~~schedules~~-~~tables~~ without the need for city council approval to the extent allowed by this subsection. Any such interim adjustments shall be subject to ratification by the city council in the ordinance approving the next annual setting of classifications and pay plans as provided in section 18-5(b)(3), or at such earlier time as approval may be requested by the Executive Director. To the extent any interim adjustment is not expressly approved in the next annual ordinance or such earlier time as approval has been requested, the adjustment shall be deemed to be rescinded. Subject to the exceptions provided in section 18-42(d)(6)(a)-(d), the interim adjustments that the Executive Director is authorized to make to classifications and pay ~~schedules~~-~~tables~~ under the authority of this subsection are limited to the following:
 - (1) Abolishment of any existing classification;
 - (2) Creation of any new classification or classifications;
 - (3) Classification title changes;
 - (4) Classification changes for purposes of overtime eligibility; and
 - (5) Individual classification pay grade increases.
 - (6) Provided, however, that interim adjustments to the classification and pay plan changes shall not be authorized and shall remain subject to council approval by ordinance if the proposed changes:
 - a. Involve twenty-five (25) or more employees;
 - b. Involve the creation of five (5) or more classifications at one time;
 - c. Involve employees in three (3) or more city departments or agencies; or
 - d. Involve a projected annual cost of fifty thousand dollars (\$50,000.00) or more to the city in the first full year of implementation.

(Ord. No. 959-05, § 1, 12-19-05; Ord. No. 661-12, § 3, 12-26-12; Ord. No. 646-17, § 3, 6-26-17; Ord. No. 156-18, § 1, 3-5-18; Ord. No. 319-18, § 1, 4-30-18)

DIVISION 3. - EMPLOYEES NOT IN THE CAREER SERVICE

Sec. 18-51. - Applicability.

The provisions of this division 3 shall apply to the following employees not in the career service:

- (a) Employees appointed to serve at the pleasure of the mayor pursuant to Charter section 9.1.1(E)(iv);

- (b) Employees and certified public accountants appointed to serve at the pleasure of the auditor pursuant to Charter section 9.1.1(E)(viii);
- (c) Employees appointed to serve at the pleasure of the career service board pursuant to Charter section 9.1.1(E)(xii);
- (d) [Reserved];
- ~~(e) Employees of the Denver Art Museum~~ [Reserved];
- (f) Employees of the Denver Public Library;
- (g) Employees of the city council;
- (h) [Reserved];
- (i) Employees of the board of adjustment—zoning;
- (j) Employees appointed to serve at the pleasure of the clerk and recorder pursuant to Charter section 9.1.1(E)(xiv);
- (k) Employees of the civil service commission;
- (l) Employees of the office of independent monitor;
- (m) Employees appointed to serve at the pleasure of the manager of aviation pursuant to Charter section 9.1.1(E)(xv).

(Ord. No. 959-05, § 1, 12-19-05; Ord. No. 871-06, § 2, 12-26-06; Ord. No. 264-07, § 16, 6-11-07; Ord. No. 387-11, § 2, 7-18-11; Ord. No. 976-15, § 1, 1-19-16)

Sec. 18-71. - Applicability.

- (a) This division 4 shall apply to employees in all classifications in the career service except deputy sheriffs, deputy sheriff majors, deputy sheriff division chiefs; and to the following employees in classifications not in the career service to the extent authorized by the appointing authority for these employees:
- (1) Employees of the city council, library commission, civil service commission, and the board of adjustment;
 - (2) ~~Employees of the Denver art museum~~ [Reserved];
 - (3) Employees appointed by the mayor pursuant to the authority of Charter section 9.1.1(E)(iv);
 - (4) Employees appointed by the auditor pursuant to the authority of Charter section 9.1.1(E)(viii).
 - (5) Employees appointed by the clerk and recorder pursuant to the authority of Charter section 9.1.1(E)(xiv).
- (b) This division 4 shall apply to employees working for the Denver Health and Hospital Authority who have elected to remain career service employees according to the personnel services agreement between the city and the authority dated January 1, 1997, as amended. For any year in which the city appropriates monies for performance-based incentive payments pursuant to subsection 18-73(a) and authorizes the disbursement of performance-based incentive payments pursuant to section 18-74, the authority shall likewise provide for performance-based incentive payments to be made to career service employees working for the authority. In addition, for any year in which the city authorizes the disbursement of performance recognition bonus payments pursuant to section 18-76, the authority may likewise provide for performance recognition bonus payments to be made to career service employees working for the authority. Notwithstanding the provisions of section 18-74 and 18-76, the approval of the mayor shall not be required for (i) any performance-based incentive payments to be made by the authority; (ii) for performance recognition bonus payments to be made by the authority, or (iii) for any criteria adopted by the authority for earning such payments. However, the authority shall comply with any other requirements of this division 4 for such payments, including, but not limited to, any requirement for approval by the Office of Human Resources Executive Director. Any performance-based incentive payment or performance recognition bonus made to city employees working for the authority shall be made from funds of the authority and not of the city, and shall be paid or reimbursed in the same manner as is provided for the payment or reimbursement of other wages in the personnel services agreement.
- (c) This division 4 shall apply to career service employees working for the district attorney, clerk and recorder and auditor; provided, however, the approval of the mayor shall not be required for (i) the establishment of criteria for earning performance-based incentive pay as provided in subsection 18-74(a); (ii) for performance recognition bonus payments to be made by the authority; nor for (iii) a determination that performance targets have been met in any fiscal year as provided in subsection 18-74(e), and instead such approvals shall be given by the district attorney, clerk and recorder and auditor for their respective offices. The district attorney, clerk and recorder and auditor shall comply in all other respects with the requirements of this division 4, including, but not limited to, any requirement for approval by the Office of Human Resources Executive Director.

(Ord. No. 959-05, § 1, 12-19-05; Ord. No. 7-06, § 2, 1-9-06; Ord. No. 756-06, § 1, 11-13-06; Ord. No. 101-07, § 1, 3-5-07; Ord. No. 264-07, § 17, 6-11-07; Ord. No. 701-08, § 1, 12-15-08; Ord. No. 387-11, § 3, 7-18-11; Ord. No. 661-12, § 3, 12-26-12)

Sec. 18-125. - Paid time off allowance.

The amount of PTO earned by eligible employees and officers working full-time shall be calculated as follows:

- (a) Under six (6) months of consecutive service, ten (10) hours per month;
- (b) At six (6) consecutive months of service, and up to five (5) years of consecutive service; twelve (12) hours per month;
- (c) At five (5) consecutive years of service, and up to ten (10) years of consecutive service; fifteen (15) hours per month;
- (d) At ten (10) consecutive years of service, and up to fifteen (15) years of consecutive service; eighteen (18) hours per month;
- (e) At fifteen (15) or more consecutive years of service; nineteen (19) hours per month;

These amounts are demonstrated below:

To be completed by Mayor's Legislative Team:

Resolution/Bill Number: _____

Date Entered: _____

Paid Time Off		
Years of Service	Accrual Hours per Month	Hours per Year
From hire to 6 months	10	-
From 7 months to 1 year	12	132
Years 1 to 4	12	144
At 5 years, <10 years	15	180
At 10 years, <15 years	18	216
At 15 years and beyond	19	228

A proportionate amount shall be allowed eligible employees working part-time.

(Ord. No. 634-09, § 3, 11-2-09)

Sec. 14-2. - Number and salary of judges.

- (a) The county court shall be presided over by eighteen (18) county judges.
- (b) Each county judge shall be paid a salary equal to a compa-ratio of ~~1.039~~ **1.071** of the pay grade applicable to the job classification entitled "Assistant City Attorney—Section Supervisor" in the ~~legal occupational group of the~~ classification and pay plan adopted and maintained in accordance with chapter 18, division 2 of article II; provided, however, in no event shall any judge's salary be reduced during the judge's term of office.
- (c) As provided in section 18-11, the city is authorized to implement a lag payroll system for county court judges in the county court. Except as otherwise provided in section 18-11 and in this section, every such employee shall be paid biweekly at a biweekly rate arrived at by dividing the annual rate set forth in part (b) of this section by the biweekly periods for the calendar year.

Sec. 14-109. - Salary and benefits of county court magistrates.

- (a) Each full time county court magistrate shall be paid a salary equal to a compa-ratio of ~~0.972~~ **0.947** of the pay grade applicable to the job classification entitled "Assistant City Attorney—Senior" in the ~~legal occupational group in the~~ then current classification and pay plan adopted and maintained in accordance with chapter 18, division 2 of article II.
- (b) Each part time county court magistrate shall be paid an hourly rate equal to a compa-ratio of ~~0.972~~ **0.947** of the pay grade applicable to the job classification entitled "Assistant City Attorney—Senior" in the ~~legal occupational group in~~ the **current** classification and pay plan adopted and maintained in accordance with chapter 18, division 2 of article II.
- (c) Except as otherwise provided in this subsection (c), full time county court magistrates shall receive benefits paid to or on behalf of employees by the city, in an amount not to exceed the amount established by this chapter for career service employees. In lieu of receiving paid sick leave and paid vacation leave, full time county court magistrates may receive paid time off in an amount not to exceed twenty-five (25) days per year, and to carry over from year to year up to ten (10) days of paid time off each year, but shall not be entitled to receive payment for accrued time off upon termination or retirement from employment with the city. The presiding judge of the county court shall administer the paid time off program for county court magistrates and may promulgate additional rules for the administration of the program.
- (d) Part time county court magistrates shall not be eligible to receive any benefits paid to or on behalf of employees by the city, as established by this chapter for career service employees.
- (e) As provided in section 18-11, the city is authorized to implement a lag payroll system for county court magistrates in the county court. Except as otherwise provided in section 18-11 and in this section, every such employee shall be paid biweekly at a biweekly rate arrived at by dividing the annual rate set forth in part (b) of this section by the biweekly periods for the calendar year.

To be completed by Mayor's Legislative Team:

Resolution/Bill Number: _____

Date Entered: _____