



DENVER[®]
THE MILE HIGH CITY

2011 Annual Pay Survey Recommendations
Career Service Authority

Pay Survey 2011
Range Adjustment Recommendations
Effective July 1, 2011

Occupational Group		Adjustment	# of Employees Impacted
Professional	A	-2.25%	0
Clerical	C	-3.56%	0
Doctors*	D	1.98%	17
Engineering and Science	E	-1.29%	0
Art, Design, Recreation, Media and Entertainment	G	0.57%	531
Health Technical and Related Support	H	-0.78%	0
Information Technology	I	-4.92%	0
Labor	J	2.60%	873
Legal	L	2.68%	335
Enforcement, Compliance and Protective Services	N	-0.87%	0
Health Professional	O	1.98%	356
General Support Services	S	-0.62%	0
Trades	T	-0.01%	0
Fiscal	V	-1.83%	0
Short Range & Community Rate**	Y & Z	0.57%	869
Total			2981

*Doctors are tied as a sub-group to Health Professional

**Short Range & Community Rate are tied as a sub-group to Art, Design, Recreation, Media, & Entertainment

Pay Survey 2011
Pay Grade Bump Recommendations
Effective January 1, 2012

Classification	From	To	# of Incumbents
A -- Professional			
Monitor	817-A	818-A	1
Senior Deputy Monitor	814-A	815-A	1
G -- Art, Design, Recreation, Media, & Entertainment			
Copy Center Operator	606-J	609-J	1
H -- Health Technical & Related Support			
Addictions Counselor Level II	614-H	615-H	1
Dental Assistant	609-H	610-H	1
Lab Technician	615-H	616-H	2
Nursing Aide	607-H	608-H	2
Radiographic Support Technician	607-H	608-H	2
Senior Laboratory Technician	616-H	617-H	1
O -- Health Professional			
	810-O	811-O	5
Medical Technologist Section Supervisor	812-O	813-O	0
Medical Technologist Unit Supervisor	811-O	812-O	1
Senior Occupational Therapist	809-O	810-O	2
T -- Trades			
Senior Biomedical Equipment Technician	620-T	624-T	2
Total			22

**Pay Survey 2011
Summary of Costs
Range Adjustments**

Occupational Group		Annualized Cost
Professional	A	\$0
Clerical	C	\$0
Doctors	D	\$1,430
Engineering and Science	E	\$0
Art, Design, Media and Entertainment	G	\$28,239
Health Technical and Related Support	H	\$0
Information Technology	I	\$0
Labor	J	\$57,255
Legal	L	\$102,307
Enforcement, Compliance and Protective Service	N	\$0
Health Professional	O	\$5,052
General Support Services	S	\$0
Trades	T	\$0
Fiscal	V	\$0
Short Range & Community Rate*	Y & Z	\$63,404
COST ALL GROUPS		\$257,689
Plus FICA (6.2%) and DERP (9.5%)**		\$40,457
TOTAL ANNUAL COST		\$298,146
TOTAL 2011 BUDGET IMPACT COST (HALF-YEAR)		\$149,073
TOTAL 2012 BUDGET IMPACT COST		\$149,073

*Rates are shown as full time annualized rates, however, employees do not work a full-time schedule and typically work 20 hours a week or less and may not work year-round.

**FICA reflects reduction for 2011 for Tax Relief, Unemployment Insurance Reauthorization, and Job Creation Act of 2010 and increase in contribution to DERP

**Pay Survey 2011
Summary of Costs
Pay Grade Bumps**

Occupational Group		Annualized Cost
Professional	A	\$10,910
Clerical	C	\$0
Doctors	D	\$0
Engineering and Science	E	\$0
Art, Design, Media and Entertainment	G	\$215
Health Technical and Related Support	H	\$4,063
Information Technology	I	\$0
Labor	J	\$0
Legal	L	\$0
Enforcement, Compliance and Protective Service	N	\$0
Health Professional	O	\$22,156
General Support Services	S	\$0
Trades	T	\$1,382
Fiscal	V	\$0
COST ALL GROUPS		\$38,726
Plus FICA (6.2%) and DERP (9.5%)**		\$6,080
TOTAL ANNUAL COST		\$44,806
TOTAL 2012 BUDGET IMPACT COST		\$44,806

*Rates are shown as full time annualized rates, however, employees do not work a full-time schedule and typically work 20 hours a week or less and may not work year-round.

**FICA reflects reduction for 2011 for Tax Relief, Unemployment Insurance Reauthorization, and Job Creation Act of 2010 and increase in contribution to DERP

Pay Survey 2011
Pay Range Adjustments and Pay Grade Bumps
Cost by Department

Department	Cost of Range Adjustments	Cost of Bumps	Total Cost of Adjustments
Agencies Under the Mayor	\$3,621	\$10,910	\$14,531
Career Service Authority	\$5,472	\$0	\$5,472
Denver Health Medical Center	\$0	\$24,675	\$24,675
Denver Public Library	\$332	\$0	\$332
Department of Aviation	\$104	\$0	\$104
Department of Human Services	\$6,279	\$0	\$6,279
Department of Safety	\$3,560	\$0	\$3,560
District Attorney	\$34,644	\$0	\$34,644
Environmental Health	\$1,430	\$0	\$1,430
General Services*	\$21,426	\$0	\$21,426
Independent Agencies	\$17,960	\$0	\$17,960
Law Department	\$35,920	\$0	\$35,920
Parks and Recreation*	\$80,548	\$2,927	\$83,474
Public Works	\$45,506	\$215	\$45,721
Technology Services	\$887	\$0	\$887
SUBTOTAL	\$257,689	\$38,726	\$296,414
Plus FICA (6.2%) and DERP (9.5%)**	\$40,457	\$6,080	\$46,537
TOTAL	\$298,146	\$44,806	\$342,951

*Includes Short Range and Community Rate classes, whose rates are shown as full time annualized rates, however, employees do no work a full-time schedule and typically work 20 hours a week or less and may not work year-round.

**FICA reflects reduction for 2011 for Tax Relief, Unemployment Insurance Reauthorization, and Job Creation Act of 2010 and increase in contribution to DERP

Pay Survey 2011
Number of Affected Employees
By Agency or Department

Department	Range Adjustments	Range Adjustments to New Range Minimum*	Pay Grade Bumps
Agencies Under the Mayor	10	4	2
Career Service Authority	9	2	0
Community Planning & Development	6	0	0
Denver Health Medical Center	100	0	18
Denver Public Library	51	4	0
Department of Aviation	149	1	0
Department of Finance	15	0	0
Department of Human Services	329	10	0
Department of Safety	12	4	0
District Attorney	105	20	0
Environmental Health	7	1	0
Excise & License	6	0	0
General Services	276	105	0
Independent Agencies	20	16	0
Law Department	117	29	0
Parks and Recreation	1309	565	1
Public Works	438	83	1
Technology Services	22	4	0
Employee Impact	2981	848**	22

*Subset of overall range adjustment totals

**Employees will receive a pay increase