

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: **April 18, 2019**

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 #1594

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: Blair Malloy	Name: Blair Malloy
Email: blair.malloy@denvergov.org	Email: blair.malloy@denvergov.org

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

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.

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. 1594

To: Agency Heads and Employees
From: Karen Niparko, Office of Human Resources Executive
Director Date: April 5, 2019
Subject: Pay Survey Market Analysis 2019 Proposed Changes 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 7-71 B), "The OHR shall perform an annual market analysis to determine what pay survey adjustments, if any, should be recommended for occupational groups and/or classifications covered by the classification and pay plan." The Denver Revised Municipal Code requires that the Career Service Board shall recommend classification and pay plan adjustments to the Mayor and City Council on or before May 1 of each year. The implementation of the 2019 Pay Survey recommendations shall be consistent with ordinance provisions.

The proposed changes shall be posted on the appropriate bulletin boards, on the OHR Website at <https://www.denvergov.org/content/denvergov/en/office-of-human-resources/employee-resources/public-notice-announcements/classification-notice.html>, and distributed electronically by CCD e-mail.

Public Notice of Changes:

The scheduled time for the comments on the 2019 Pay Survey Market Analysis recommendations public hearing is **Thursday, April 18, 2019, at 9:00 a.m.** in Room 4.G.2, Webb Municipal Building, 201 West Colfax Avenue.

Note: Please submit any questions or comments on this proposal in writing to the Classification & Compensation Division at compensation@denvergov.org by 8:00 a.m. on **Wednesday, April 17, 2019**. 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, April 16, 2019**.

Office of Human Resources
201 W. Colfax Ave. Dept. 412 | Denver,
CO 80202 p. 720.913.5751 | f.
720.913.5720
www.denvergov.org/humanresources

Pay Survey Market Analysis 2019

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

Occupational Group Adjustments

The annual Pay Survey Market Analysis ensures that the city's pay ranges are competitive with comparable jobs in the Denver metropolitan area market. When the market data indicates the city's pay for an occupational group has fallen behind the market, OHR recommends a structure increase for the occupational group. If the city's rates are above the market, OHR recommends no change.

The occupational group adjustments are not designed to deliver a pay increase with one exception when an employee's pay falls below the range minimum of the adjusted pay range, the employee's pay will move to the new range minimum. Occupational group adjustments recommended in the 2019 Pay Survey Market Analysis will be effective on July 1, 2019.

Individual Pay Grade Adjustments

Individual classifications may also be adjusted to a higher pay grade based on the results of the market analysis. The classification must be at least 10% behind the market to be considered for an adjustment.

A pay increase is granted when a classification is adjusted to a higher pay grade because of a Pay Survey Market Analysis recommendation. The pay increase is equal to 4.55% for each pay grade adjusted upwards. Pay grade adjustments recommended in the 2019 Pay Survey Market Analysis will be effective on January 1, 2020.

Additional information on the Annual Market Pay Survey Analysis can be found at: [Pay Survey Market Analysis FAQ](#)

Employees can log into Workday to identify the title, pay grade, and range assigned to their current classification by navigating to *View Profile* in the top right hand corner of the home screen. A list of current classifications and their pay grades and ranges as of the date of this publication can be found online [here](#).

- To locate title, navigate to *View Profile*.
- To locate pay grade, navigate to *View Profile > Compensation*.

Occupational Group Adjustments Effective July 1, 2019

Occupational Group		Proposed Average Occupational Group Adjustment
A	General Administrative	0%
C	Clerical	3.06%
E	Engineering & Science	1.00%
I	Information Technology	0%
J	Maintenance & Operations	0.79%
L	Legal	2.31%
N	Enforcement, Compliance, & Protective Services	0%
O	Healthcare	2.38%
V	Fiscal	0%

Classification Pay Grade Adjustments Effective January 1, 2020

A – General Administrative

Classification	From	To
Booking Coordinator	A-620	A-622
Classification and Compensation Analyst	A-809	A-811
Classification and Compensation Analyst Senior	A-811	A-813
Classification and Compensation Director	A-817	A-818
Contact Center Director	A-813	A-815
Contact Center Operations Manager	A-809	A-811
Content Developer	A-807	A-809
Cost Estimator Analyst	A-812	A-814
Cost Estimator Analyst Senior	A-814	A-816
Deputy Director Office of Human Resources	A-820	A-821
Deputy Executive Director of Aviation	A-823	A-824
Events Coordinator	A-807	A-809
Executive Director Civil Service Commission	A-816	A-817
Executive Director Office of Human Resources	A-823	A-824
Forensic Quality Assurance Specialist	A-810	A-812
HR Benefits Analyst	A-807	A-809
HR Benefits Analyst Senior	A-809	A-811
HR Benefits and Wellness Director	A-817	A-818
HR Data Analyst	A-809	A-811
HR Data Analyst Senior	A-811	A-813
HR Director	A-816	A-817
HR Employee Relations Specialist	A-812	A-813
HR Manager	A-814	A-815
HR Supervisor	A-812	A-813
HR Talent Acquisition Director	A-817	A-818
HR Technician I	A-613	A-615
HR Technician II	A-615	A-617
HR Technician Lead	A-616	A-618

C – Clerical

Classification	From	To
Administrative Support Assistant I	C-605	C-606
Administrative Support Assistant II	C-608	C-609
Administrative Support Assistant III	C-610	C-611
Administrative Support Assistant IV	C-613	C-614

E – Engineering & Science

Classification	From	To
Crime Scene Investigator I	E-621	E-623
Crime Scene Investigator II	E-624	E-626
Crime Scene Supervisor	E-628	E-630
Forensic Laboratory Technician	E-617	E-619

I – Information Technology

Classification	From	To
IT Communications Technician I	I-624	I-626
IT Communications Technician II	I-626	I-628
IT Program Manager	I-817	I-819
IT Project Manager I	I-811	I-813
IT Project Manager II	I-813	I-815

Classification	From	To
HR Technology and Innovation Director	A-817	A-818
HR Wellness Program Coordinator	A-807	A-809
Learning and Development Administrator	A-811	A-813
Learning and Development Analyst	A-807	A-809
Learning and Development Analyst Senior	A-809	A-811
Learning and Development Director	A-817	A-818
Learning and Development Manager	A-814	A-815
Leave and ADA Manager	A-813	A-814
Manager Publication	A-809	A-811
Marketing and Communications Director	A-816	A-817
Marketing and Communications Manager	A-814	A-815
Marketing and Communications Professional I	A-615	A-617
Marketing and Communications Professional II	A-808	A-810
Marketing and Communications Specialist	A-811	A-813
Onboarding Supervisor	A-812	A-813
Recruiting Manager	A-814	A-815
Television and Video Director-Editor	A-810	A-812
Television and Video Producer	A-810	A-812
Television and Video Producer Senior	A-812	A-814
Television Programmer	A-809	A-811
Veterinarian Fellow	A-406	A-408
Victim Specialist	A-614	A-616
Work Release Technician	A-614	A-616
Youth Counselor	A-615	A-617
Youth Counselor Lead	A-616	A-618
Youth Counselor Supervisor	A-807	A-809

Classification	From	To
Administrative Support Assistant V	C-614	C-615
Denver Animal Shelter Assistant	C-613	C-614
Events Facilitator	C-613	C-615
Legal Secretary	C-617	C-618

Classification	From	To
Forensic Scientist I	E-809	E-811
Forensic Scientist II	E-812	E-814
Forensic Scientist Supervisor	E-815	E-817

Classification	From	To
IT Project Manager III	I-815	I-817
IT Web Administrator Associate	I-809	I-811
IT Web Administrator Senior	I-811	I-813
Television Engineer	I-809	I-811

J – Operations & Maintenance

Classification	From	To
Facilities Superintendent	J-813	J-814
Facility Maintenance Technician	J-616	J-618
Field Superintendent	J-813	J-814
Maintenance Assistant	J-608	J-610

Classification	From	To
Maintenance Technician	J-613	J-615
Operations Supervisor	J-810	J-812
Stable Master	J-613	J-615

N – Enforcement, Compliance, & Protective Services

Classification	From	To
Animal Control Investigator I	N-613	N-615
Animal Control Investigator II	N-615	N-617
Animal Control Investigator Supervisor	N-620	N-622

O – Healthcare

Classification	From	To
Addictions Counselor II	O-610	O-612
Addictions Counselor III	O-612	O-614
Addictions Counselor Lead	O-615	O-617
Animal Care Attendant	O-606	O-608
Animal Care Supervisor	O-611	O-613
Paramedic	O-618	O-620
Paramedic Assistant Chief	O-813	O-815
Paramedic Chief	O-815	O-817

Classification	From	To
Paramedic Field Supervisor	O-809	O-811
Paramedic Fleet Supervisor	O-810	O-812
Paramedic Operations Supervisor	O-810	O-812
Shelter Veterinarian	O-812	O-814
Speech Therapist	O-808	O-810
Speech Therapist Senior	O-809	O-811
Veterinary Technician	O-608	O-610

V – Fiscal

Classification	From	To
Risk Analyst	V-808	V-810

A - Professional Occupational Group

	Range Minimum	1st Sector Maximum	Range Midpoint	3rd Sector Maximum	Range Maximum
A-403*	\$13.00	\$13.00	\$13.00	\$13.00	\$13.00
A-404	\$13.90	\$13.90	\$13.90	\$13.90	\$13.90
A-405	\$15.19	\$15.19	\$15.19	\$15.19	\$15.19
A-406	\$15.88	\$15.88	\$15.88	\$15.88	\$15.88
A-408	\$17.87	\$17.87	\$17.87	\$17.87	\$17.87
A-604*	\$13.00	\$14.49	\$15.99	\$17.48	\$18.98
A-605	\$13.49	\$15.04	\$16.60	\$18.15	\$19.70
A-606	\$14.10	\$15.72	\$17.35	\$18.97	\$20.59
A-607	\$14.74	\$16.44	\$18.13	\$19.83	\$21.52
A-608	\$15.41	\$17.18	\$18.96	\$20.73	\$22.50
A-609	\$16.11	\$17.96	\$19.82	\$21.67	\$23.52
A-610	\$16.84	\$18.78	\$20.72	\$22.65	\$24.59
A-611	\$17.61	\$19.64	\$21.66	\$23.69	\$25.71
A-612	\$18.41	\$20.53	\$22.65	\$24.76	\$26.88
A-613	\$19.25	\$21.47	\$23.68	\$25.90	\$28.11
A-614	\$20.13	\$22.45	\$24.76	\$27.08	\$29.39
A-615	\$21.05	\$23.47	\$25.89	\$28.31	\$30.73
A-616	\$22.01	\$24.54	\$27.07	\$29.60	\$32.13
A-617	\$23.01	\$25.66	\$28.30	\$30.95	\$33.59
A-618	\$24.06	\$26.83	\$29.60	\$32.36	\$35.13
A-619	\$25.15	\$28.04	\$30.94	\$33.83	\$36.72
A-620	\$26.29	\$29.31	\$32.34	\$35.36	\$38.38
A-621	\$27.49	\$30.65	\$33.82	\$36.98	\$40.14
A-622	\$28.74	\$32.05	\$35.35	\$38.66	\$41.96
A-623	\$30.05	\$33.51	\$36.96	\$40.42	\$43.87
A-624	\$31.42	\$35.03	\$38.65	\$42.26	\$45.87
A-625	\$32.85	\$36.63	\$40.41	\$44.18	\$47.96

	Range Minimum	1st Sector Maximum	Range Midpoint	3rd Sector Maximum	Range Maximum
A-807	\$51,133	\$58,803	\$66,473	\$74,143	\$81,813
A-808	\$54,661	\$62,860	\$71,060	\$79,259	\$87,458
A-809	\$58,433	\$67,198	\$75,963	\$84,728	\$93,493
A-810	\$62,465	\$71,835	\$81,205	\$90,574	\$99,944
A-811	\$66,775	\$76,791	\$86,808	\$96,824	\$106,840
A-812	\$71,382	\$82,089	\$92,797	\$103,504	\$114,211
A-813	\$76,307	\$87,753	\$99,199	\$110,645	\$122,091
A-814	\$81,572	\$93,808	\$106,044	\$118,279	\$130,515
A-815	\$87,200	\$100,280	\$113,360	\$126,440	\$139,520
A-816	\$93,217	\$107,200	\$121,182	\$135,165	\$149,147
A-817	\$99,649	\$114,596	\$129,544	\$144,491	\$159,438
A-818	\$106,525	\$122,504	\$138,483	\$154,461	\$170,440
A-819	\$113,875	\$130,956	\$148,038	\$165,119	\$182,200
A-820	\$121,732	\$139,992	\$158,252	\$176,511	\$194,771
A-821	\$130,132	\$149,652	\$169,172	\$188,691	\$208,211
A-822	\$139,111	\$159,978	\$180,845	\$201,711	\$222,578
A-823	\$148,710	\$171,017	\$193,323	\$215,630	\$237,936
A-824	\$158,971	\$182,817	\$206,663	\$230,508	\$254,354
A-825	\$169,940	\$195,431	\$220,922	\$246,413	\$271,904
A-826	\$181,666	\$208,916	\$236,166	\$263,416	\$290,666
A-827	\$194,201	\$223,331	\$252,462	\$281,592	\$310,722
A-828	\$207,601	\$238,741	\$269,882	\$301,022	\$332,162
A-829	\$221,925	\$255,214	\$288,503	\$321,791	\$355,080

B - Public Safety Cadet

	Range Minimum	1st Sector Maximum	Range Midpoint	3rd Sector Maximum	Range Maximum
B-403*	\$13.00	\$13.00	\$13.00	\$13.00	\$13.00

C - Clerical Occupational Group

	Range Minimum	1st Sector Maximum	Range Midpoint	3rd Sector Maximum	Range Maximum
C-605	\$13.30	\$14.83	\$16.36	\$17.89	\$19.42
C-606	\$13.91	\$15.51	\$17.11	\$18.71	\$20.31
C-607	\$14.54	\$16.21	\$17.89	\$19.56	\$21.23
C-608	\$15.20	\$16.95	\$18.70	\$20.44	\$22.19
C-609	\$15.89	\$17.72	\$19.55	\$21.37	\$23.20
C-610	\$16.61	\$18.52	\$20.43	\$22.34	\$24.25
C-611	\$17.37	\$19.37	\$21.37	\$23.36	\$25.36
C-612	\$18.16	\$20.25	\$22.34	\$24.42	\$26.51
C-613	\$18.99	\$21.18	\$23.36	\$25.55	\$27.73
C-614	\$19.85	\$22.13	\$24.42	\$26.70	\$28.98
C-615	\$20.75	\$23.14	\$25.53	\$27.91	\$30.30
C-616	\$21.69	\$24.19	\$26.68	\$29.18	\$31.67
C-617	\$22.68	\$25.29	\$27.90	\$30.50	\$33.11
C-618	\$23.71	\$26.44	\$29.17	\$31.89	\$34.62
C-619	\$24.79	\$27.64	\$30.49	\$33.34	\$36.19
C-620	\$25.92	\$28.90	\$31.88	\$34.86	\$37.84
C-621	\$27.10	\$30.22	\$33.34	\$36.45	\$39.57
C-622	\$28.33	\$31.59	\$34.85	\$38.10	\$41.36
C-623	\$29.62	\$33.03	\$36.44	\$39.84	\$43.25
C-624	\$30.97	\$34.53	\$38.10	\$41.66	\$45.22

	Range Minimum	1st Sector Maximum	Range Midpoint	3rd Sector Maximum	Range Maximum
C-808	\$53,918	\$62,006	\$70,094	\$78,181	\$86,269
C-809	\$57,638	\$66,284	\$74,930	\$83,575	\$92,221
C-810	\$61,615	\$70,857	\$80,100	\$89,342	\$98,584
C-811	\$65,866	\$75,746	\$85,626	\$95,506	\$105,386
C-812	\$70,411	\$80,973	\$91,535	\$102,096	\$112,658
C-813	\$75,269	\$86,559	\$97,850	\$109,140	\$120,430
C-814	\$80,463	\$92,533	\$104,602	\$116,672	\$128,741

E - Engineering & Science Occupational Group

	Range Minimum	1st Sector Maximum	Range Midpoint	3rd Sector Maximum	Range Maximum
E-607	\$13.22	\$14.74	\$16.26	\$17.78	\$19.30
E-608	\$13.82	\$15.41	\$17.00	\$18.59	\$20.18
E-609	\$14.45	\$16.11	\$17.78	\$19.44	\$21.10
E-610	\$15.11	\$16.85	\$18.59	\$20.32	\$22.06
E-611	\$15.80	\$17.62	\$19.44	\$21.25	\$23.07
E-612	\$16.52	\$18.42	\$20.32	\$22.22	\$24.12
E-613	\$17.27	\$19.26	\$21.24	\$23.23	\$25.21
E-614	\$18.06	\$20.14	\$22.22	\$24.29	\$26.37
E-615	\$18.88	\$21.05	\$23.22	\$25.39	\$27.56
E-616	\$19.74	\$22.01	\$24.28	\$26.55	\$28.82
E-617	\$20.64	\$23.01	\$25.39	\$27.76	\$30.13
E-618	\$21.58	\$24.06	\$26.55	\$29.03	\$31.51
E-619	\$22.56	\$25.16	\$27.75	\$30.35	\$32.94
E-620	\$23.59	\$26.30	\$29.02	\$31.73	\$34.44
E-621	\$24.66	\$27.50	\$30.33	\$33.17	\$36.00
E-622	\$25.78	\$28.75	\$31.71	\$34.68	\$37.64
E-623	\$26.95	\$30.05	\$33.15	\$36.25	\$39.35
E-624	\$28.18	\$31.42	\$34.66	\$37.90	\$41.14
E-625	\$29.46	\$32.85	\$36.24	\$39.62	\$43.01
E-626	\$30.80	\$34.34	\$37.89	\$41.43	\$44.97
E-627	\$32.20	\$35.90	\$39.61	\$43.31	\$47.01
E-628	\$33.67	\$37.54	\$41.42	\$45.29	\$49.16
E-629	\$35.20	\$39.25	\$43.30	\$47.34	\$51.39

	Range Minimum	1st Sector Maximum	Range Midpoint	3rd Sector Maximum	Range Maximum
E-808	\$49,022	\$56,375	\$63,729	\$71,082	\$78,435
E-809	\$52,405	\$60,266	\$68,127	\$75,987	\$83,848
E-810	\$56,021	\$64,424	\$72,828	\$81,231	\$89,634
E-811	\$59,886	\$68,869	\$77,852	\$86,835	\$95,818
E-812	\$64,018	\$73,621	\$83,224	\$92,826	\$102,429
E-813	\$68,435	\$78,700	\$88,966	\$99,231	\$109,496
E-814	\$73,157	\$84,131	\$95,104	\$106,078	\$117,051
E-815	\$78,205	\$89,936	\$101,667	\$113,397	\$125,128
E-816	\$83,601	\$96,141	\$108,682	\$121,222	\$133,762
E-817	\$89,369	\$102,774	\$116,180	\$129,585	\$142,990
E-818	\$95,535	\$109,865	\$124,196	\$138,526	\$152,856
E-819	\$102,127	\$117,446	\$132,765	\$148,084	\$163,403
E-820	\$109,174	\$125,550	\$141,926	\$158,302	\$174,678
E-821	\$116,707	\$134,213	\$151,719	\$169,225	\$186,731
E-822	\$124,760	\$143,474	\$162,188	\$180,902	\$199,616
E-823	\$133,368	\$153,373	\$173,379	\$193,384	\$213,389
E-824	\$142,570	\$163,956	\$185,341	\$206,727	\$228,112
E-825	\$152,407	\$175,268	\$198,129	\$220,990	\$243,851
E-826	\$162,923	\$187,362	\$211,800	\$236,239	\$260,677
E-827	\$174,165	\$200,290	\$226,415	\$252,539	\$278,664
E-828	\$186,182	\$214,109	\$242,037	\$269,964	\$297,891
E-829	\$199,029	\$228,883	\$258,738	\$288,592	\$318,446

I - Information Technology Occupational Group

	Range Minimum	1st Sector Maximum	Range Midpoint	3rd Sector Maximum	Range Maximum
I-605	\$13.14	\$14.65	\$16.16	\$17.67	\$19.18
I-606	\$13.74	\$15.32	\$16.90	\$18.48	\$20.06
I-607	\$14.37	\$16.02	\$17.68	\$19.33	\$20.98
I-608	\$15.02	\$16.75	\$18.48	\$20.20	\$21.93
I-609	\$15.70	\$17.51	\$19.31	\$21.12	\$22.92
I-610	\$16.41	\$18.30	\$20.19	\$22.07	\$23.96
I-611	\$17.16	\$19.13	\$21.11	\$23.08	\$25.05
I-612	\$17.94	\$20.00	\$22.07	\$24.13	\$26.19
I-613	\$18.76	\$20.92	\$23.08	\$25.23	\$27.39
I-614	\$19.61	\$21.87	\$24.12	\$26.38	\$28.63
I-615	\$20.50	\$22.86	\$25.22	\$27.57	\$29.93
I-616	\$21.43	\$23.90	\$26.36	\$28.83	\$31.29
I-617	\$22.41	\$24.99	\$27.57	\$30.14	\$32.72
I-618	\$23.43	\$26.13	\$28.82	\$31.52	\$34.21
I-619	\$24.50	\$27.32	\$30.14	\$32.95	\$35.77
I-620	\$25.61	\$28.56	\$31.50	\$34.45	\$37.39
I-621	\$26.78	\$29.86	\$32.94	\$36.02	\$39.10
I-622	\$28.00	\$31.22	\$34.44	\$37.66	\$40.88
I-623	\$29.27	\$32.64	\$36.00	\$39.37	\$42.73
I-624	\$30.60	\$34.12	\$37.64	\$41.16	\$44.68
I-625	\$31.99	\$35.67	\$39.35	\$43.03	\$46.71
I-626	\$33.45	\$37.30	\$41.15	\$44.99	\$48.84

	Range Minimum	1st Sector Maximum	Range Midpoint	3rd Sector Maximum	Range Maximum
I-808	\$53,278	\$61,270	\$69,262	\$77,253	\$85,245
I-809	\$56,954	\$65,497	\$74,040	\$82,583	\$91,126
I-810	\$60,884	\$70,017	\$79,149	\$88,282	\$97,414
I-811	\$65,085	\$74,848	\$84,611	\$94,373	\$104,136
I-812	\$69,576	\$80,013	\$90,449	\$100,886	\$111,322
I-813	\$74,377	\$85,534	\$96,690	\$107,847	\$119,003
I-814	\$79,509	\$91,435	\$103,362	\$115,288	\$127,214
I-815	\$84,995	\$97,744	\$110,494	\$123,243	\$135,992
I-816	\$90,860	\$104,489	\$118,118	\$131,747	\$145,376
I-817	\$97,129	\$111,698	\$126,268	\$140,837	\$155,406
I-818	\$103,831	\$119,406	\$134,981	\$150,555	\$166,130
I-819	\$110,995	\$127,644	\$144,294	\$160,943	\$177,592
I-820	\$118,654	\$136,452	\$154,250	\$172,048	\$189,846
I-821	\$126,841	\$145,867	\$164,894	\$183,920	\$202,946
I-822	\$135,593	\$155,932	\$176,271	\$196,610	\$216,949
I-823	\$144,949	\$166,691	\$188,434	\$210,176	\$231,918
I-824	\$154,950	\$178,193	\$201,435	\$224,678	\$247,920
I-825	\$165,642	\$190,488	\$215,335	\$240,181	\$265,027

J - Maintenance & Operations Occupational Group

	Range Minimum	1st Sector Maximum	Range Midpoint	3rd Sector Maximum	Range Maximum
J-405*	\$13.00	\$13.00	\$13.00	\$13.00	\$13.00
J-606*	\$13.00	\$14.49	\$15.99	\$17.48	\$18.98
J-607	\$13.56	\$15.12	\$16.68	\$18.24	\$19.80
J-608	\$14.18	\$15.81	\$17.44	\$19.07	\$20.70
J-609	\$14.83	\$16.54	\$18.24	\$19.95	\$21.65
J-610	\$15.50	\$17.28	\$19.07	\$20.85	\$22.63
J-611	\$16.21	\$18.08	\$19.94	\$21.81	\$23.67
J-612	\$16.95	\$18.90	\$20.85	\$22.80	\$24.75
J-613	\$17.72	\$19.76	\$21.80	\$23.83	\$25.87
J-614	\$18.53	\$20.66	\$22.79	\$24.92	\$27.05
J-615	\$19.37	\$21.60	\$23.83	\$26.05	\$28.28
J-616	\$20.25	\$22.58	\$24.91	\$27.24	\$29.57
J-617	\$21.17	\$23.61	\$26.04	\$28.48	\$30.91
J-618	\$22.13	\$24.68	\$27.22	\$29.77	\$32.31
J-619	\$23.14	\$25.80	\$28.46	\$31.12	\$33.78
J-620	\$24.19	\$26.97	\$29.76	\$32.54	\$35.32
J-621	\$25.29	\$28.20	\$31.11	\$34.01	\$36.92
J-622	\$26.44	\$29.48	\$32.52	\$35.56	\$38.60
J-623	\$27.64	\$30.82	\$34.00	\$37.17	\$40.35
J-624	\$28.90	\$32.22	\$35.55	\$38.87	\$42.19
J-625	\$30.21	\$33.69	\$37.16	\$40.64	\$44.11

	Range Minimum	1st Sector Maximum	Range Midpoint	3rd Sector Maximum	Range Maximum
J-807	\$47,053	\$54,111	\$61,169	\$68,227	\$75,285
J-808	\$50,300	\$57,845	\$65,390	\$72,935	\$80,480
J-809	\$53,771	\$61,837	\$69,903	\$77,968	\$86,034
J-810	\$57,481	\$66,103	\$74,726	\$83,348	\$91,970
J-811	\$61,447	\$70,664	\$79,881	\$89,098	\$98,315
J-812	\$65,687	\$75,540	\$85,393	\$95,246	\$105,099
J-813	\$70,219	\$80,752	\$91,285	\$101,817	\$112,350
J-814	\$75,064	\$86,324	\$97,583	\$108,843	\$120,102
J-815	\$80,243	\$92,280	\$104,316	\$116,353	\$128,389
J-816	\$85,780	\$98,647	\$111,514	\$124,381	\$137,248
J-817	\$91,699	\$105,454	\$119,209	\$132,963	\$146,718
J-818	\$98,026	\$112,730	\$127,434	\$142,138	\$156,842
J-819	\$104,790	\$120,509	\$136,227	\$151,946	\$167,664
J-820	\$112,021	\$128,824	\$145,628	\$162,431	\$179,234
J-821	\$119,750	\$137,713	\$155,675	\$173,638	\$191,600
J-822	\$128,013	\$147,215	\$166,417	\$185,619	\$204,821
J-823	\$136,846	\$157,373	\$177,900	\$198,427	\$218,954
J-824	\$146,288	\$168,231	\$190,175	\$212,118	\$234,061
J-825	\$156,382	\$179,839	\$203,297	\$226,754	\$250,211
J-826	\$167,172	\$192,248	\$217,324	\$242,399	\$267,475
J-827	\$178,707	\$205,513	\$232,319	\$259,125	\$285,931
J-828	\$191,038	\$219,694	\$248,350	\$277,005	\$305,661
J-829	\$204,220	\$234,853	\$265,486	\$296,119	\$326,752

*Approval pending as of time of posting.

L - Legal Occupational Group

	Range Minimum	1st Sector Maximum	Range Midpoint	3rd Sector Maximum	Range Maximum
L-605	\$13.47	\$15.02	\$16.57	\$18.12	\$19.67
L-606	\$14.08	\$15.70	\$17.32	\$18.94	\$20.56
L-607	\$14.72	\$16.41	\$18.11	\$19.80	\$21.49
L-608	\$15.39	\$17.16	\$18.93	\$20.70	\$22.47
L-609	\$16.09	\$17.94	\$19.79	\$21.64	\$23.49
L-610	\$16.82	\$18.76	\$20.69	\$22.63	\$24.56
L-611	\$17.59	\$19.61	\$21.64	\$23.66	\$25.68
L-612	\$18.39	\$20.51	\$22.62	\$24.74	\$26.85
L-613	\$19.23	\$21.44	\$23.66	\$25.87	\$28.08
L-614	\$20.10	\$22.41	\$24.73	\$27.04	\$29.35
L-615	\$21.01	\$23.43	\$25.84	\$28.26	\$30.67
L-616	\$21.97	\$24.50	\$27.03	\$29.55	\$32.08
L-617	\$22.97	\$25.61	\$28.26	\$30.90	\$33.54
L-618	\$24.02	\$26.78	\$29.55	\$32.31	\$35.07
L-619	\$25.11	\$28.00	\$30.89	\$33.77	\$36.66
L-620	\$26.25	\$29.27	\$32.29	\$35.31	\$38.33
L-621	\$27.44	\$30.60	\$33.75	\$36.91	\$40.06
L-622	\$28.69	\$31.99	\$35.29	\$38.59	\$41.89
L-623	\$30.00	\$33.45	\$36.90	\$40.35	\$43.80
L-624	\$31.37	\$34.98	\$38.59	\$42.19	\$45.80
L-625	\$32.80	\$36.57	\$40.35	\$44.12	\$47.89

	Range Minimum	1st Sector Maximum	Range Midpoint	3rd Sector Maximum	Range Maximum
L-807	\$51,066	\$58,726	\$66,386	\$74,046	\$81,706
L-808	\$54,590	\$62,779	\$70,967	\$79,156	\$87,344
L-809	\$58,357	\$67,111	\$75,864	\$84,618	\$93,371
L-810	\$62,384	\$71,742	\$81,099	\$90,457	\$99,814
L-811	\$66,688	\$76,691	\$86,695	\$96,698	\$106,701
L-812	\$71,289	\$81,982	\$92,676	\$103,369	\$114,062
L-813	\$76,208	\$87,639	\$99,071	\$110,502	\$121,933
L-814	\$81,466	\$93,686	\$105,906	\$118,126	\$130,346
L-815	\$87,087	\$100,150	\$113,213	\$126,276	\$139,339
L-816	\$93,096	\$107,061	\$121,025	\$134,990	\$148,954
L-817	\$99,520	\$114,448	\$129,376	\$144,304	\$159,232
L-818	\$106,387	\$122,345	\$138,303	\$154,261	\$170,219
L-819	\$113,728	\$130,787	\$147,847	\$164,906	\$181,965
L-820	\$121,575	\$139,811	\$158,048	\$176,284	\$194,520
L-821	\$129,964	\$149,459	\$168,953	\$188,448	\$207,942
L-822	\$138,932	\$159,772	\$180,612	\$201,451	\$222,291
L-823	\$148,518	\$170,796	\$193,074	\$215,351	\$237,629
L-824	\$158,766	\$182,581	\$206,396	\$230,211	\$254,026
L-825	\$169,721	\$195,179	\$220,638	\$246,096	\$271,554
L-826	\$181,432	\$208,647	\$235,862	\$263,076	\$290,291
L-827	\$193,951	\$223,044	\$252,137	\$281,229	\$310,322
L-828	\$207,334	\$238,434	\$269,534	\$300,634	\$331,734
L-829	\$221,640	\$254,886	\$288,132	\$321,378	\$354,624

N - Enforcement, Compliance, and Protective Services Occupational Group

	Range Minimum	1st Sector Maximum	Range Midpoint	3rd Sector Maximum	Range Maximum
N-607	\$13.54	\$15.10	\$16.66	\$18.21	\$19.77
N-608	\$14.16	\$15.79	\$17.42	\$19.04	\$20.67
N-609	\$14.80	\$16.50	\$18.21	\$19.91	\$21.61
N-610	\$15.47	\$17.25	\$19.03	\$20.81	\$22.59
N-611	\$16.17	\$18.03	\$19.89	\$21.75	\$23.61
N-612	\$16.91	\$18.86	\$20.80	\$22.75	\$24.69
N-613	\$17.68	\$19.71	\$21.75	\$23.78	\$25.81
N-614	\$18.48	\$20.61	\$22.73	\$24.86	\$26.98
N-615	\$19.32	\$21.54	\$23.77	\$25.99	\$28.21
N-616	\$20.20	\$22.52	\$24.85	\$27.17	\$29.49
N-617	\$21.12	\$23.55	\$25.98	\$28.41	\$30.84
N-618	\$22.08	\$24.62	\$27.16	\$29.70	\$32.24
N-619	\$23.08	\$25.74	\$28.39	\$31.05	\$33.70
N-620	\$24.13	\$26.91	\$29.68	\$32.46	\$35.23
N-621	\$25.23	\$28.13	\$31.04	\$33.94	\$36.84
N-622	\$26.38	\$29.41	\$32.45	\$35.48	\$38.51
N-623	\$27.58	\$30.75	\$33.93	\$37.10	\$40.27
N-624	\$28.83	\$32.15	\$35.46	\$38.78	\$42.09

	Range Minimum	1st Sector Maximum	Range Midpoint	3rd Sector Maximum	Range Maximum
N-808	\$50,228	\$57,762	\$65,297	\$72,831	\$80,365
N-809	\$53,694	\$61,748	\$69,802	\$77,856	\$85,910
N-810	\$57,399	\$66,009	\$74,619	\$83,228	\$91,838
N-811	\$61,360	\$70,564	\$79,768	\$88,972	\$98,176
N-812	\$65,594	\$75,433	\$85,272	\$95,111	\$104,950
N-813	\$70,120	\$80,638	\$91,156	\$101,674	\$112,192
N-814	\$74,958	\$86,202	\$97,446	\$108,689	\$119,933
N-815	\$80,130	\$92,150	\$104,169	\$116,189	\$128,208
N-816	\$85,659	\$98,508	\$111,357	\$124,205	\$137,054
N-817	\$91,569	\$105,304	\$119,040	\$132,775	\$146,510
N-818	\$97,887	\$112,570	\$127,253	\$141,936	\$156,619
N-819	\$104,641	\$120,337	\$136,034	\$151,730	\$167,426
N-820	\$111,861	\$128,640	\$145,420	\$162,199	\$178,978
N-821	\$119,579	\$137,516	\$155,453	\$173,389	\$191,326
N-822	\$127,830	\$147,005	\$166,179	\$185,354	\$204,528
N-823	\$136,650	\$157,148	\$177,645	\$198,143	\$218,640
N-824	\$146,079	\$167,991	\$189,903	\$211,814	\$233,726
N-825	\$156,158	\$179,582	\$203,006	\$226,429	\$249,853
N-826	\$166,933	\$191,973	\$217,013	\$242,053	\$267,093
N-827	\$178,451	\$205,219	\$231,987	\$258,754	\$285,522
N-828	\$190,764	\$219,379	\$247,993	\$276,608	\$305,222
N-829	\$203,927	\$234,516	\$265,105	\$295,694	\$326,283

O - Healthcare Occupational Group

	Range Minimum	1st Sector Maximum	Range Midpoint	3rd Sector Maximum	Range Maximum
O-604	\$13.63	\$15.20	\$16.77	\$18.33	\$19.90
O-605	\$14.25	\$15.89	\$17.53	\$19.17	\$20.81
O-606	\$14.90	\$16.61	\$18.33	\$20.04	\$21.75
O-607	\$15.58	\$17.37	\$19.17	\$20.96	\$22.75
O-608	\$16.29	\$18.16	\$20.04	\$21.91	\$23.78
O-609	\$17.03	\$18.99	\$20.95	\$22.90	\$24.86
O-610	\$17.80	\$19.85	\$21.90	\$23.94	\$25.99
O-611	\$18.61	\$20.75	\$22.89	\$25.03	\$27.17
O-612	\$19.46	\$21.70	\$23.94	\$26.17	\$28.41
O-613	\$20.35	\$22.69	\$25.03	\$27.37	\$29.71
O-614	\$21.28	\$23.73	\$26.18	\$28.62	\$31.07
O-615	\$22.25	\$24.81	\$27.37	\$29.93	\$32.49
O-616	\$23.26	\$25.94	\$28.61	\$31.29	\$33.96
O-617	\$24.32	\$27.12	\$29.92	\$32.71	\$35.51
O-618	\$25.43	\$28.36	\$31.28	\$34.21	\$37.13
O-619	\$26.59	\$29.65	\$32.71	\$35.76	\$38.82
O-620	\$27.80	\$31.00	\$34.20	\$37.39	\$40.59
O-621	\$29.06	\$32.40	\$35.75	\$39.09	\$42.43
O-622	\$30.38	\$33.87	\$37.37	\$40.86	\$44.35
O-623	\$31.76	\$35.41	\$39.07	\$42.72	\$46.37
O-624	\$33.21	\$37.03	\$40.85	\$44.67	\$48.49
O-625	\$34.72	\$38.71	\$42.71	\$46.70	\$50.69
O-626	\$36.30	\$40.48	\$44.65	\$48.83	\$53.00
O-627	\$37.95	\$42.32	\$46.68	\$51.05	\$55.41
O-628	\$39.68	\$44.24	\$48.81	\$53.37	\$57.93
O-629	\$41.49	\$46.26	\$51.04	\$55.81	\$60.58
O-630	\$43.38	\$48.37	\$53.36	\$58.34	\$63.33

	Range Minimum	1st Sector Maximum	Range Midpoint	3rd Sector Maximum	Range Maximum
O-806	\$50,565	\$58,150	\$65,735	\$73,319	\$80,904
O-807	\$54,054	\$62,162	\$70,270	\$78,378	\$86,486
O-808	\$57,784	\$66,452	\$75,119	\$83,787	\$92,454
O-809	\$61,771	\$71,037	\$80,303	\$89,568	\$98,834
O-810	\$66,033	\$75,938	\$85,843	\$95,748	\$105,653
O-811	\$70,589	\$81,177	\$91,766	\$102,354	\$112,942
O-812	\$75,460	\$86,779	\$98,098	\$109,417	\$120,736
O-813	\$80,667	\$92,767	\$104,867	\$116,967	\$129,067
O-814	\$86,233	\$99,168	\$112,103	\$125,038	\$137,973
O-815	\$92,183	\$106,011	\$119,838	\$133,666	\$147,493
O-816	\$98,544	\$113,326	\$128,107	\$142,889	\$157,670
O-817	\$105,344	\$121,146	\$136,947	\$152,749	\$168,550
O-818	\$112,613	\$129,505	\$146,397	\$163,289	\$180,181
O-819	\$120,383	\$138,441	\$156,498	\$174,556	\$192,613
O-820	\$128,689	\$147,992	\$167,296	\$186,599	\$205,902
O-821	\$137,569	\$158,204	\$178,840	\$199,475	\$220,110
O-822	\$147,061	\$169,120	\$191,180	\$213,239	\$235,298
O-823	\$157,208	\$180,789	\$204,371	\$227,952	\$251,533
O-824	\$168,055	\$193,263	\$218,472	\$243,680	\$268,888
O-825	\$179,651	\$206,599	\$233,547	\$260,494	\$287,442
O-826	\$192,047	\$220,854	\$249,661	\$278,468	\$307,275
O-827	\$205,298	\$236,093	\$266,888	\$297,682	\$328,477
O-828	\$219,464	\$252,384	\$285,303	\$318,223	\$351,142
O-829	\$234,607	\$269,798	\$304,989	\$340,180	\$375,371
O-830	\$250,795	\$288,414	\$326,034	\$363,653	\$401,272
O-831	\$268,100	\$308,315	\$348,530	\$388,745	\$428,960
O-832	\$286,599	\$329,589	\$372,579	\$415,568	\$458,558
O-833	\$306,374	\$352,330	\$398,286	\$444,242	\$490,198
O-834	\$327,514	\$376,641	\$425,768	\$474,895	\$524,022
O-835	\$350,112	\$402,629	\$455,146	\$507,662	\$560,179
O-836	\$374,270	\$430,411	\$486,551	\$542,692	\$598,832
O-837	\$400,095	\$460,109	\$520,124	\$580,138	\$640,152
O-838	\$427,702	\$491,857	\$556,013	\$620,168	\$684,323
O-839	\$457,213	\$525,795	\$594,377	\$662,959	\$731,541
O-840	\$488,761	\$562,075	\$635,390	\$708,704	\$782,018

V - Fiscal Occupational Group

	Range Minimum	1st Sector Maximum	Range Midpoint	3rd Sector Maximum	Range Maximum
V-606	\$13.53	\$15.09	\$16.64	\$18.20	\$19.75
V-607	\$14.15	\$15.78	\$17.41	\$19.03	\$20.66
V-608	\$14.79	\$16.49	\$18.19	\$19.89	\$21.59
V-609	\$15.46	\$17.24	\$19.02	\$20.79	\$22.57
V-610	\$16.16	\$18.02	\$19.88	\$21.73	\$23.59
V-611	\$16.90	\$18.84	\$20.79	\$22.73	\$24.67
V-612	\$17.67	\$19.70	\$21.74	\$23.77	\$25.80
V-613	\$18.47	\$20.60	\$22.72	\$24.85	\$26.97
V-614	\$19.31	\$21.53	\$23.75	\$25.97	\$28.19
V-615	\$20.19	\$22.51	\$24.84	\$27.16	\$29.48
V-616	\$21.11	\$23.54	\$25.97	\$28.39	\$30.82
V-617	\$22.07	\$24.61	\$27.15	\$29.68	\$32.22
V-618	\$23.07	\$25.72	\$28.38	\$31.03	\$33.68
V-619	\$24.12	\$26.90	\$29.67	\$32.45	\$35.22
V-620	\$25.22	\$28.12	\$31.02	\$33.92	\$36.82
V-621	\$26.37	\$29.40	\$32.44	\$35.47	\$38.50
V-622	\$27.57	\$30.74	\$33.91	\$37.08	\$40.25
V-623	\$28.82	\$32.14	\$35.45	\$38.77	\$42.08
V-624	\$30.13	\$33.60	\$37.06	\$40.53	\$43.99

	Range Minimum	1st Sector Maximum	Range Midpoint	3rd Sector Maximum	Range Maximum
V-807	\$49,077	\$56,439	\$63,800	\$71,162	\$78,523
V-808	\$52,463	\$60,333	\$68,202	\$76,072	\$83,941
V-809	\$56,083	\$64,496	\$72,908	\$81,321	\$89,733
V-810	\$59,953	\$68,946	\$77,939	\$86,932	\$95,925
V-811	\$64,090	\$73,704	\$83,317	\$92,931	\$102,544
V-812	\$68,512	\$78,789	\$89,066	\$99,342	\$109,619
V-813	\$73,239	\$84,225	\$95,211	\$106,196	\$117,182
V-814	\$78,292	\$90,036	\$101,780	\$113,523	\$125,267
V-815	\$83,694	\$96,248	\$108,802	\$121,356	\$133,910
V-816	\$89,469	\$102,889	\$116,310	\$129,730	\$143,150
V-817	\$95,642	\$109,988	\$124,335	\$138,681	\$153,027
V-818	\$102,241	\$117,577	\$132,914	\$148,250	\$163,586
V-819	\$109,296	\$125,691	\$142,085	\$158,480	\$174,874
V-820	\$116,837	\$134,363	\$151,888	\$169,414	\$186,939
V-821	\$124,899	\$143,634	\$162,369	\$181,103	\$199,838
V-822	\$133,517	\$153,545	\$173,572	\$193,600	\$213,627
V-823	\$142,730	\$164,140	\$185,549	\$206,959	\$228,368
V-824	\$152,578	\$175,465	\$198,352	\$221,238	\$244,125
V-825	\$163,106	\$187,572	\$212,038	\$236,504	\$260,970
V-826	\$174,360	\$200,514	\$226,668	\$252,822	\$278,976
V-827	\$186,391	\$214,350	\$242,309	\$270,267	\$298,226
V-828	\$199,252	\$229,140	\$259,028	\$288,915	\$318,803
V-829	\$213,000	\$244,950	\$276,900	\$308,850	\$340,800

Z - Community Rate

	Range Minimum	1st Sector Maximum	Range Midpoint	3rd Sector Maximum	Range Maximum
Z-116*	\$13.00	\$14.20	\$15.40	\$16.61	\$17.81
Z-117	\$13.31	\$14.54	\$15.77	\$17.00	\$18.23
Z-118	\$14.27	\$15.59	\$16.91	\$18.23	\$19.55
Z-119	\$15.30	\$16.72	\$18.13	\$19.55	\$20.96
Z-120	\$16.41	\$17.93	\$19.45	\$20.96	\$22.48
Z-121	\$17.60	\$19.23	\$20.86	\$22.48	\$24.11
Z-122	\$18.88	\$20.63	\$22.38	\$24.12	\$25.87
Z-123	\$20.25	\$22.12	\$24.00	\$25.87	\$27.74
Z-124	\$21.72	\$23.73	\$25.74	\$27.75	\$29.76
Z-125	\$23.29	\$25.45	\$27.60	\$29.76	\$31.91

*Approval pending as of time of posting.

To be completed by Mayor's Legislative Team:

Resolution/Bill Number: _____

Date Entered: _____