

**ORDINANCE/RESOLUTION REQUEST**

Please email requests to the Mayor's Legislative Team  
at [MileHighOrdinance@DenverGov.org](mailto:MileHighOrdinance@DenverGov.org) by **3:00pm on Monday**.

**\*All fields must be completed.\***  
*Incomplete request forms will be returned to sender which may cause a delay in processing.*

Date of Request: April 24, 2017

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

1. Has your agency submitted this request in the last 12 months?

Yes  **No**

If yes, please explain:

2. **Title: Approve Classification Notice #1540 – Pay Survey**

This ordinance request is scheduled to go before the Finance and Governance Committee on **May 2, 2017**.

3. **Requesting Agency:** Office of Human Resources

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

- **Name:** Blair Malloy
- **Phone:** 720-913-5631
- **Email:** blair.malloy@denvergov.org

5. **Contact Person:** *(with actual knowledge of proposed ordinance who will present the item at Mayor-Council and who will be available for first and second reading, if necessary)*

- **Name:** Nicole de Gioia-Keane
- **Phone:** 720-913-5643
- **Email:** Nicole.deGioia-Keane@denvergov.org

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

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

7. **Is there any controversy surrounding this ordinance?** (groups or individuals who may have concerns about it?)  
**Please explain.**

None known.

8. **Budget Impact**

\$7,694,911

## **POSTING IS REQUIRED**

### **Classification Notice No. 1540**

To: Agency Heads and Employees  
From: Karen Niparko, Office of Human Resources Executive Director  
Date: April 7, 2017  
Subject: Pay Survey Market Analysis 2017 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 2017 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-notices-announcements/classification-notices.html>, and distributed electronically by CCD E-mail.

### **Public Notice of Changes:**

The scheduled time for the comments on the 2017 Pay Survey Market Analysis recommendations public hearing is **Thursday April 20 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](mailto:compensation@denvergov.org) by 8:00 a.m. on **Wednesday, April 19, 2017**. 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 Alisha Gronniger [alisha.gronniger@denvergov.org](mailto:alisha.gronniger@denvergov.org) at (720) 913-5650 no later than noon on **Tuesday April 18, 2017**.

# Pay Survey Market Analysis 2017

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

## Occupational Group Adjustments

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

The occupational group adjustments are not designed to deliver a pay increase with one exception, when an employee's pay falls below the range minimum of the adjusted pay range, the employee will move to the new range minimum, which will result in an increase. Occupational group adjustments recommended in the 2017 Pay Survey Market Analysis will be effective on July 1, 2017 in accordance with DRMC.

We are also requesting the abolishment of one pay grade and range, V-806. This range was missed with the pay grade and range clean up with the FLSA project completed in the fall 2016.

## 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 as a result 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 2017 Pay Survey Market Analysis will be effective on January 1, 2018 in accordance with DMRC.

City employees will have the opportunity to comment on the findings at a public hearing before the Career Service Board on April 20, 2017 at 9:00 a.m.
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## Occupational Group Adjustments Effective July 1, 2017

Occupational Group		Proposed Average Occupational Group Adjustment
A	General Administrative	3.71%
C	Clerical	5.13%
E	Engineering & Science	0.63%
I	Information Technology	2.73%
J	Maintenance & Operations	0.62%
L	Legal	0%
N	Enforcement, Compliance, & Protective Services	0.74%
O	Healthcare	0%
V	Fiscal	0%

# Classifications Recommended for a Pay Grade Adjustment

## Effective January 1, 2018

### A – General Administrative

Classification	From	To
Agency Trainer	A-807	A-809
Agency Trainer Supervisor	A-809	A-811
Airport Communications Center Specialist	A-616	A-619
Airport Communications Center Supervisor	A-808	A-810
Airport Emergency Dispatcher	A-615	A-618
Airport Operations Officer - Airfield & Ramp Tower	A-621	A-624
Airport Operations Representative	A-615	A-618
Assistant Golf Professional	A-614	A-616
Aviation Security Technician	A-613	A-616
Claims Adjuster I	A-615	A-617
Claims Adjuster II	A-807	A-809
Concession/Asset Supervisor	A-811	A-813
Contract Administration Supervisor	A-810	A-812
Contract Administrator	A-808	A-810

Classification	From	To
Contract Compliance Coordinator	A-618	A-620
Contract Compliance Supervisor	A-808	A-810
Contract Compliance Technician	A-614	A-616
Eligibility Specialist	A-613	A-615
Eligibility Supervisor	A-807	A-809
Eligibility Technician I	A-611	A-613
Eligibility Technician II	A-612	A-614
Golf Professional	A-807	A-809
Human Services Advocate	A-610	A-612
Lead Eligibility Tech	A-613	A-615
Medical Only Claims Adjuster	A-612	A-614
Ramp Tower Supervisor	A-810	A-811
Terminal Operations Officer	A-621	A-624
Youth Worker	A-610	A-612

### E – Engineering & Science

Classification	From	To
Architect	E-813	E-814
Associate Parks Landscape Planner	E-810	E-811
Aviation Noise Abatement Officer	E-811	E-812
Aviation Noise Abatement Supervisor	E-815	E-816
Aviation Program Manager	E-819	E-820
City Engineer	E-824	E-825
City Surveyor	E-817	E-818
Director	E-819	E-820
Engineer	E-813	E-814
Engineer/Architect Director	E-821	E-822
Engineer/Architect Executive	E-823	E-824
Engineer/Architect Manager	E-819	E-820
Engineer/Architect Specialist	E-817	E-818
Engineer/Architect Supervisor	E-817	E-818
Engineering Associate	E-619	E-620
Fire Protection Engineer	E-816	E-817
Fire Protection Supervisor	E-817	E-818
Fleet Maintenance Support	E-813	E-814

Classification	From	To
Engineer		
Land Surveyor	E-812	E-813
Land Surveyor Supervisor	E-814	E-815
Landscape Architect Supervisor	E-815	E-816
Manager	E-817	E-818
Plans Review Engineer	E-816	E-817
Principal Project Manager	E-821	E-822
Project Manager I	E-813	E-814
Project Manager II	E-815	E-816
Senior Architect	E-816	E-817
Senior Engineer	E-816	E-817
Senior Engineer/Architect Manager	E-820	E-821
Senior Engineering Associate	E-811	E-812
Senior Landscape Architect	E-813	E-814
Staff Architect Associate	E-810	E-811
Staff Engineer	E-810	E-811
Staff Land Surveyor	E-810	E-811
Staff Parks Landscape Planner	E-619	E-620
Urban Design Architect	E-813	E-814

### I – Information Technology

Classification	From	To
911 Systems Administrator I	I-625	I-626
911 Systems Administrator II	I-814	I-815
Administrator I	I-815	I-816
Administrator II	I-817	I-818
Administrator III	I-819	I-820
Associate Data Architect	I-813	I-814
Associate Information Technology Systems Administrator	I-811	I-812
Associate Information Technology Systems Analyst	I-811	I-812
Associate ERP Analyst	I-812	I-813

Classification	From	To
Associate ERP Developer	I-812	I-813
Associate Information Technology Developer	I-811	I-812
Data Team Administrator	I-809	I-810
Database Administrator I	I-622	I-623
Database Administrator II	I-812	I-813
Database Administrator III	I-814	I-815
Geographic Information Systems Analyst	I-619	I-620
Geographic Information Systems Data Administrator	I-813	I-814

Classification	From	To
Geographic Information Systems Photogrammetry Administrator	I-813	I-814
Geographic Information Systems Technician	I-614	I-615
Information Technology Director	I-820	I-821
Information Technology Executive	I-822	I-823
Information Technology Manager	I-816	I-817
Information Security Manager	I-817	I-818
Information Security Specialist	I-815	I-816
Information Technology Systems Architect	I-816	I-817
Senior ERP Analyst	I-814	I-815
Senior ERP Developer	I-814	I-815
Senior Director of Information Technology (provisionally approved)	I-821	I-822
Senior Information Technology Systems Administrator	I-813	I-814
Senior Information Technology Systems Analyst	I-813	I-814

Classification	From	To
Senior Information Technology Developer	I-813	I-814
Senior Information Technology Manager	I-818	I-819
Senior Data Architect	I-815	I-816
Senior Geographic Information Systems Analyst	I-809	I-810
Staff Data Architect	I-624	I-625
Staff ERP Analyst	I-622	I-623
Staff ERP Developer	I-622	I-823
Staff Information Technology Developer	I-621	I-622
Staff Information Technology Systems Administrator	I-621	I-622
Staff Information Technology Systems Analyst	I-621	I-622
Television Engineer	I-808	I-809

### J -Operations & Maintenance

Classification	From	To
Golf Course Operator	J-617	J-619

### N-Enforcement, Compliance, & Protective Services

Classification	From	To
Park Ranger	N-614	N-615
Senior Park Ranger	N-617	N-618
Park Ranger Supervisor	N-809	N-810

### V- Fiscal

Classification	From	To
Accounting Specialist	V-812	V-813
Accounting Supervisor	V-812	V-813
Associate Accountant	V-808	V-809
Associate Financial Analyst	V-809	V-810
Associate Budget Analyst	V-809	V-810
Budget Analyst Specialist	V-813	V-814
Budget Analyst Supervisor	V-813	V-814
City Controller	V-819	V-820
Certified Public Accountant I	V-616	V-617
Certified Public Accountant II	V-808	V-809
Certified Public Accountant III	V-811	V-812
Certified Public Accountant IV	V-813	V-814
Economic Development Specialist - Business Development	V-808	V-809
Financial Analyst Specialist	V-813	V-814
Financial Analyst Supervisor	V-813	V-814
Financial Director	V-817	V-818
Financial Executive	V-819	V-820
Financial Manager	V-815	V-816

Classification	From	To
Fiscal Administrator I	V-812	V-813
Fiscal Administrator III	V-816	V-817
Fiscal Administrator II	V-814	V-815
Internal Audit Supervisor	V-813	V-814
Lead Internal Auditor	V-811	V-812
Lead Payroll Associate	V-808	V-810
Payroll Associate	V-615	V-617
Payroll Supervisor	V-811	V-813
Senior Budget Analyst	V-811	V-812
Senior Accountant	V-810	V-811
Senior Financial Analyst	V-811	V-812
Senior Internal Auditor	V-810	V-811
Senior Payroll Associate	V-807	V-809
Staff Accountant	V-618	V-619
Staff Budget Analyst	V-619	V-620
Staff Financial Analyst	V-619	V-620
Staff Internal Auditor	V-619	V-620

## Steps to Determine Proposed Pay Range for Each Classification

The City's pay ranges are divided into four segments, called quartiles, or "sectors". Sectors are used to determine an employee's position within a pay range. The following steps will help you to identify the pay grade assigned to your current classification and the recommended salary range. A pay grade is composed of one letter and three numbers. The letter indicates the occupational group and the numbers represent the pay grade within the specified occupational group.

- Employees can find information on their title, pay grade, and pay rate information in **Workday** under their employee profile (View Profile) and will require employees to log into their Workday account.
  - To locate their title, employees should navigate to *View Profile > Overview > Job Details*.
  - To locate their pay grade and rate information, employees should navigate to *View Profile > Compensation > Compensation*.
- Alternatively, locate your classification title in the alphabetical listing on pages 4 through 12. Find the pay grade assigned to your classification listed to the right of the title.
  - Once you find your title and pay grade, proceed to the tables on pages 13 through 22 to locate the pay table that corresponds with your occupational group and locate the pay grade within the table.

*Disclaimer: The listing of classification titles, pay grades, and pay tables are current at the time of posting and is subject to future change.*

### A – General Administrative

Classification	Pay Grade
311 Analyst/Trainer	A-809
311 Operations Assistant	A-613
ADA Coordinator	A-809
Administrative Assistant to The Mayor	A-812
Administrative Officer	A-814
Administrator I	A-810
Administrator I Hourly	A-810
Administrator II	A-813
Administrator II Hourly	A-813
Administrator III	A-815
Agency Trainer	A-807
Agency Trainer Hourly	A-807
Agency Training Supervisor	A-809
Airport Communications Center Specialist	A-616
Airport Communications Center Supervisor	A-808
Airport Emergency Dispatcher	A-615
Airport Operations Officer - Airfield and Ramp Tower	A-621
Airport Operations Representative	A-615
Airport Operations Supervisor	A-812
Americans with Disabilities Act Compliance Officer	A-809
Aquatics Coordinator	A-617
Assistant Golf Professional	A-614
Associate Administrator	A-810
Associate Buyer	A-808
Associate Buyer Hourly	A-808
Associate Human Resources Business Partner	A-807
Associate Recruiter	A-807
Associate Statistical Researcher	A-807
Aviation Land Administrator	A-810
Aviation Security Technician	A-613
Benefits Analyst	A-807

Classification	Pay Grade
Benefits and Wellness Director	A-817
Booking Coordinator	A-810
Booking Coordinator Hourly	A-810
Booking Specialist	A-812
Branch Manager	A-808
Business Development Associate I	A-614
Business Development Associate II	A-618
Business Development Representative I	A-808
Business Development Representative II	A-810
Business Development Supervisor	A-808
Buyer Supervisor	A-813
Catalog Librarian	A-807
Catalog Librarian Hourly	A-807
Cataloging Assistant	A-612
Child Support Technician I	A-614
Child Support Technician II	A-615
City Council Aide	A-807
City Council Aide Hourly	A-807
City Council Clerk	A-808
City Council Legislative Analyst	A-812
City Council Legislative Analyst Hourly	A-812
City Forester	A-813
City Librarian	A-819
Claims Adjuster I	A-615
Claims Adjuster II	A-807
Classification and Compensation Analyst	A-809
Classification and Compensation Director	A-817
Collection Specialist	A-808
Community Development Associate	A-618
Community Development Representative I	A-808
Community Development Representative II	A-810
Community Development Representative II	A-810

Classification	Pay Grade
Hourly	
Community Relations Ombudsman OIM	A-807
Concession and Asset Supervisor	A-811
Contact Center Director	A-813
Contact Center Operations Manager	A-809
Content Developer	A-807
Content Developer Hourly	A-807
Contract Administration Supervisor	A-810
Contract Administrator	A-808
Contract Administrator Hourly	A-808
Contract Compliance Coordinator	A-618
Contract Compliance Supervisor	A-808
Contract Compliance Technician	A-614
Cost Estimator Analyst	A-812
Court Division Supervisor	A-810
Court Interpreter	A-619
Deputy Director of Emergency Management	A-811
Deputy Director of the Office of Human Resources	A-820
Deputy Executive Director of Aviation	A-823
Deputy Manager	A-821
Deputy Manager of Aviation	A-821
Deputy Manager Parks and Recreation	A-817
Deputy Monitor OIM	A-810
Deputy Public Trustee	A-808
Director	A-816
Director of Airside Operations	A-816
Director of Aviation Operations	A-816
Director of Aviation Security	A-816
Director of Emergency Communication Center	A-817
Director of Facilities Management	A-816
Director of Fleet Maintenance	A-816
Director of Golf	A-816
Director of Natural Resources	A-815
Director of Parks	A-816
Director of Purchasing	A-816
Director of Recreation	A-814
Director of Solid Waste	A-817
Director of Street Maintenance	A-817
Director of the Denver Office of Economic Development	A-820
Director of Traffic Operations	A-817
Economic Development Supervisor	A-810
Education Program Assistant	A-615
Elections Division Assistant	A-617
Eligibility Specialist	A-613
Eligibility Supervisor	A-807
Eligibility Technician I	A-611
Eligibility Technician II	A-612
Emergency Management Coordinator	A-809
Employee Relations Specialist	A-812
Entertainment Production Coordinator	A-811
Equal Employment Opportunity Administrator	A-813
Events Coordinator	A-807
Executive	A-819
Executive Assistant I	A-615
Executive Assistant II	A-616
Executive Assistant III	A-617
Executive Assistant to The Mayor	A-807
Executive Director	A-818
Executive Director - City Council Staff	A-816

Classification	Pay Grade
Executive Director - Civil Service Commission	A-814
Executive Director of the Office of Human Resources	A-823
Executive Manager	A-817
Executive Officer	A-816
Forensic Quality Assurance Specialist	A-810
Golf Professional	A-807
Graphic Designer	A-807
Graphic Designer Hourly	A-807
Graphics Supervisor	A-807
Graphics Technician	A-614
Human Resources Business Partner	A-809
Human Resources Data Analyst	A-809
Human Resources Director	A-816
Human Resources Manager	A-814
Human Resources Service Center Supervisor	A-808
Human Resources Supervisor	A-812
Human Resources Supervisor Hourly	A-812
Human Resources Technician I	A-613
Human Resources Technician II	A-615
Human Resources Technology and Innovation Director	A-817
Human Service Advocate	A-610
Human Service Supervisor	A-614
Interpreter Coordinator	A-808
Lead Child Support Technician	A-616
Lead Eligibility Technician	A-613
Lead Human Resources Technician	A-616
Lead Social Case Worker	A-809
Lead Team Decision Making Coordinator	A-808
Lead Utilization Management Coordinator	A-808
Lead Youth Counselor	A-616
Learning and Development Administrator	A-811
Learning and Development Analyst	A-807
Learning and Development Director	A-817
Leave Administration Coordinator	A-807
Leave and ADA Manager	A-813
Leave Technician	A-616
Legal Administrator	A-813
Legislative Assistant	A-807
Librarian	A-807
Librarian Hourly	A-807
Library Director	A-816
Library Manager	A-814
Library Outreach Specialist	A-808
Library Program Associate	A-615
Licensed Therapist - Masters Level	A-807
Maintenance Control Supervisor	A-808
Maintenance Control Technician	A-615
Maintenance Liaison	A-615
Management Analyst I	A-615
Management Analyst II	A-807
Management Analyst II Hourly	A-807
Management Analyst III	A-809
Management Analyst III Hourly	A-809
Management Analyst IV	A-812
Management Analyst OIM	A-809
Management Analyst Supervisor	A-812
Manager	A-814
Manager of Air Service Development	A-815
Manager of Airside Operations	A-814
Manager of Aviation Security	A-814

<b>Classification</b>	<b>Pay Grade</b>
Manager of Publication	A-809
Marketing Communications Specialist	A-811
Marketing Communications Specialist Hourly	A-811
Marketing/Communications Manager	A-814
Marketing/Communications Professional I	A-615
Marketing/Communications Professional II	A-808
Marketing/Communications Professional II Hourly	A-808
Marketing/Communications Specialist	A-811
Marketing/Communications Specialist Hourly	A-811
Mayor's Youth Worker	A-402
Medical Only Claims Adjuster	A-612
Modified Duty Coordinator	A-614
Monitor OIM	A-818
Onboarding Supervisor	A-812
Online Designer	A-810
Operational Coordinator	A-808
Operational Supervisor I	A-808
Operational Supervisor I Hourly	A-808
Operational Supervisor II	A-810
Operations Assistant	A-613
Operations Coordinator	A-808
Organizational Development Specialist	A-812
Outreach Case Coordinator	A-613
Outreach Case Coordinator Supervisor	A-807
Police Photographic Specialist	A-615
Prevailing Wage Investigator	A-808
Professional Occupations Intern I	A-404
Professional Occupations Intern II	A-406
Professional Occupations Intern III	A-408
Program Administrator	A-808
Program Administrator Hourly	A-808
Program Coordinator	A-618
Program Manager	A-811
Program Quality Assurance Technician	A-615
Project Manager I	A-813
Project Manager II	A-815
Purchasing Manager	A-814
Purchasing Technician	A-616
Ramp Tower Supervisor	A-810
Real Estate Agent	A-811
Recreation Center Coordinator	A-617
Recreation Instructor	A-607
Recreation Manager	A-812
Recreation Program Coordinator	A-617
Recreation Supervisor	A-808
Recreation Trainee	A-403
Recruiter	A-809
Recruiting Manager	A-814
Research Supervisor	A-812
Safety & Industrial Hygiene Administrator	A-810
Safety & Industrial Hygiene Supervisor	A-811
Safety and Industrial Hygiene Professional I	A-617
Safety and Industrial Hygiene Professional II	A-808
Section Manager of Aviation Operations	A-814
Senior Benefits Analyst	A-809
Senior Buyer	A-810
Senior Catalog Librarian	A-809
Senior City Council Aide	A-810
Senior City Council Aide Hourly	A-810
Senior Classification and Compensation Analyst	A-811
Senior Cost Estimator Analyst	A-814

<b>Classification</b>	<b>Pay Grade</b>
Senior Deputy Monitor OIM	A-815
Senior Director of Aviation Infrastructure Management	A-818
Senior Human Resources Business Partner	A-811
Senior Human Resources Data Analyst	A-811
Senior Learning and Development Analyst	A-809
Senior Librarian	A-809
Senior Online Designer	A-812
Senior Public Works Director	A-819
Senior Real Estate Agent	A-813
Senior Recreation Supervisor	A-810
Senior Recruiter	A-811
Senior Social Case Worker	A-808
Senior Special Collection Librarian	A-809
Senior Statistical Researcher	A-809
Senior Television & Video Producer	A-812
Senior TV and Video Producer Hourly	A-812
Senior Workforce Development Advisor	A-808
Sign Language Interpreter	A-619
Social Case Worker	A-807
Social Case Worker Hourly	A-807
Social Case Worker Supervisor	A-811
Social Worker Intern	A-405
Special Collection Librarian	A-808
Special Collection Librarian Hourly	A-808
Special Education Teacher	A-808
Special Education Teacher Supervisor	A-810
Special Education Teaching Assistant	A-611
Special Education Teaching Assistant Supervisor	A-615
Special Events Coordinator	A-811
Staff Assistant	A-617
Staff Buyer	A-616
Staff Community Development Associate	A-614
Staff Social Case Worker	A-614
Staff Special Education Teacher	A-617
Stapleton Redevelopment Programs Manager	A-810
Strategic Advisor	A-815
Talent & Development Manager	A-814
Talent Acquisition Director	A-817
Team Decision Making Coordinator	A-807
Technical Director - Board of Adjustment Zoning	A-808
Television & Video Director/Editor	A-810
Television & Video Director/Editor Hourly	A-810
Television & Video Producer	A-810
Television & Video Producer Hourly	A-810
Television Programmer	A-809
Terminal Operations Officer	A-621
Terminal Operations Supervisor	A-812
Therapist - Masters Level	A-807
Therapist Supervisor	A-810
Utilization Management Coordinator	A-807
Victim Advocate	A-617
Victim Specialist	A-614
Wellness Program Coordinator	A-807
Work Release Technician	A-614
Workers' Compensation Claims Supervisor	A-810
Youth Counselor	A-615
Youth Counselor Supervisor	A-807
Youth Worker	A-610
Zoo Area Supervisor	A-807
Zookeeper	A-613



### C – Clerical

Classification	Pay Grade
311 Customer Service Agent	C-613
311 Customer Service Specialist	C-614
Administrative Support Assistant I	C-605
Administrative Support Assistant II	C-608
Administrative Support Assistant III	C-610
Administrative Support Assistant IV	C-613
Administrative Support Assistant V	C-614
Aviation Customer Service Agent	C-613
Aviation Customer Service Manager	C-809
Aviation Customer Service Supervisor	C-619
Aviation Security Agent	C-613
Bibliographic Technician	C-610
Child Support Assistant	C-613
Criminal Justice Transcriptionist	C-614
DHS Customer Service Agent	C-613
Document Management Technician	C-612
Elections Support Assistant	C-613
Events Facilitator	C-613
Golf/Pro Shop Assistant	C-600
Hospital Switchboard Operator	C-606

Hotline Operator	C-613
Judicial Assistant I	C-613
Judicial Assistant II	C-615
Judicial Assistant III	C-617
Lead Customer Service Agent	C-615
Lead Elections Support Assistant	C-614
Legal Secretary	C-617
Licensing Technician	C-615
Medical Transcriptionist	C-612
Motor Vehicle Supervisor	C-618
Motor Vehicle Technician I	C-614
Motor Vehicle Technician II	C-615
Motor Vehicle Technician III	C-616
Pool Coordinator	C-607
Press Operator	C-611
Recreation Services Representative	C-608
Senior Aviation Security Agent	C-614
Senior Transcriptionist	C-617
Supervisor of Administrative Support I	C-618
Supervisor of Administrative Support II	C-808

### E – Engineering & Science

Classification	Pay Grade
Architect	E-813
Architect Hourly	E-813
Associate City Planner	E-811
Associate City Planner Hourly	E-811
Associate Development Project Coordinator	E-810
Associate Parks Landscape Planner	E-810
Associate Plans Review Technician	E-622
Associate Surveying Technician	E-620
Aviation Electrical/Electronic Support Engineer	E-813
Aviation Noise Abatement Officer	E-811
Aviation Noise Abatement Supervisor	E-815
Aviation Planning Administrator	E-816
Aviation Program Manager	E-819
Chemist	E-812
City Engineer	E-824
City Surveyor	E-817
Computer Aided Drafting Technician	E-620
Crime Scene Investigator I	E-621
Crime Scene Investigator II	E-624
Crime Scene Supervisor	E-628
Development and Planning Supervisor	E-815
Director	E-819
Director Hourly	E-819
Director of Airport Planning and Noise	E-819
Director of Environmental Programs	E-819
Engineer	E-813
Engineer Hourly	E-813
Engineer/Architect Director	E-821
Engineer/Architect Executive	E-823
Engineer/Architect Manager	E-819
Engineer/Architect Specialist	E-817
Engineer/Architect Supervisor	E-817
Engineering Associate	E-619
Environmental Administrator	E-813
Environmental Public Health Analyst I	E-621

Classification	Pay Grade
Environmental Public Health Analyst II	E-812
Environmental Public Health Investigator I	E-618
Environmental Public Health Investigator II	E-809
Environmental Public Health Investigator III	E-810
Environmental Public Health Manager	E-815
Environmental Public Health Program Supervisor	E-812
Fire Protection Engineer	E-816
Fire Protection Engineer Hourly	E-816
Fire Protection Supervisor	E-817
Fleet Maintenance Support Engineer	E-813
Forensic Autopsy Technician	E-617
Forensic Autopsy Technician Supervisor	E-808
Forensic Laboratory Technician	E-617
Forensic Scientist I	E-809
Forensic Scientist II	E-812
Forensic Scientist Supervisor	E-815
Land Surveyor	E-812
Land Surveyor Supervisor	E-814
Landscape Architect Supervisor	E-815
Manager	E-817
Materials Laboratory Administrator	E-815
Materials Tester	E-619
Permit Supervisor	E-808
Plans Review Engineer	E-816
Plans Review Engineer Hourly	E-816
Plans Review Supervisor	E-813
Plans Review Technician	E-620
Principal City Planner	E-815
Principal Project Manager	E-821
Project Inspector	E-811
Project Inspector Hourly	E-811
Project Manager I	E-813
Project Manager II	E-815
Project Manager II Hourly	E-815
Public Health Administrator	E-811

Classification	Pay Grade
Senior Architect	E-816
Senior City Planner	E-813
Senior City Planner Hourly	E-813
Senior Development Project Coordinator	E-812
Senior Engineer	E-816
Senior Engineer/Architect Manager	E-820
Senior Engineering Associate	E-811
Senior Environmental Administrator	E-814
Senior Landscape Architect	E-813
Senior Plans Review Technician	E-625
Senior Project Inspector	E-812
Senior Surveying Technician	E-622
Staff Architect Associate	E-810

Classification	Pay Grade
Staff Engineer	E-810
Staff Land Surveyor	E-810
Staff Parks Landscape Planner	E-619
Staff Project Inspector	E-621
Surveying Technician	E-618
Tenant Facility Project Supervisor	E-813
Urban Design Architect	E-813
Wastewater Quality Control Manager	E-815
Wastewater Quality Control Supervisor	E-809
Wastewater Quality Technician	E-616

### I – Information Technology

Classification	Pay Grade
911 Systems Administrator I	I-625
911 Systems Administrator II	I-814
Administrator I	I-815
Administrator II	I-817
Administrator III	I-819
Administrator III Hourly	I-819
Application Architect I	I-815
Application Architect II	I-816
Associate Data Architect	I-813
Associate Enterprise Resource Planning Developer	I-812
Associate Enterprise Resource Planning Systems Analyst	I-812
Associate Information Technology Developer	I-811
Associate Information Technology Developer Hourly	I-811
Associate Information Technology Systems Administrator	I-811
Associate Information Technology Systems Analyst	I-811
Associate Information Technology Technician	I-617
Computer Operator	I-613
Data Team Administrator	I-809
Database Administrator I	I-622
Database Administrator II	I-812
Database Administrator III	I-814
ERP Applications Administrative I	I-812
ERP Applications Administrative II	I-814
Executive	I-824
Geographic Information Systems Analyst	I-619
Geographic Information Systems Data Administrator	I-813
Geographic Information Systems Photogrammetry Administrator	I-813
Geographic Information Systems Technician	I-614
Information Security Manager	I-817
Information Security Specialist	I-815
Information Technology Communications Technician	I-624
Information Technology Director	I-820
Information Technology Executive	I-822
Information Technology Manager	I-816
Information Technology Project Manager	I-814

Classification	Pay Grade
Information Technology Systems Architect	I-816
Information Technology Technical Writer	I-811
Information Technology Technician Supervisor	I-812
IT Program Manager	I-817
IT Project Manager I	I-811
IT Project Manager II	I-813
IT Project Manager III	I-815
IT Project Manager III Hourly	I-815
Lead Information Technology Technician	I-620
Network Administrator I	I-622
Network Administrator II	I-812
Network Engineer	I-814
Senior Data Architect	I-815
Senior Enterprise Resource Planning Developer	I-814
Senior Enterprise Resource Planning Systems Analyst	I-814
Senior Geographic Information Systems Analyst	I-809
Senior Information Technology Developer	I-813
Senior Information Technology Manager	I-818
Senior Information Technology Systems Administrator	I-813
Senior Information Technology Systems Administrator Hourly	I-813
Senior Information Technology Systems Analyst	I-813
Senior Information Technology Systems Analyst Hourly	I-813
Senior Information Technology Technician	I-619
Staff Data Architect	I-624
Staff Enterprise Resource Planning Developer	I-622
Staff Enterprise Resource Planning Systems Analyst	I-622
Staff Information Technology Developer	I-621
Staff Information Technology Systems Administrator	I-621
Staff Information Technology Systems Analyst	I-621
Staff Information Technology Technician	I-614
Television Engineer	I-808
Television Engineer Hourly	I-808
Webmaster	I-811

## J – Maintenance & Operations

Classification	Pay Grade
Animal Care Attendant	J-607
Arborist Technician I	J-614
Arborist Technician II	J-616
Asphalt Plant Operator	J-616
Assistant Golf Course Superintendent	J-618
Associate Closed Circuit Television Technician	J-614
Associate Heavy Equipment Mechanic	J-616
Automotive Body Repair Supervisor	J-810
Automotive Service Center Supervisor	J-810
Automotive Service Technician	J-612
Aviation Electrical Superintendent	J-813
Aviation Painting Supervisor	J-809
Aviation Snow Removal Operator	J-615
Body Repair Worker	J-618
Building and Grounds Supervisor	J-615
Building Engineer	J-620
Carpenter	J-617
Cement Finisher	J-617
Central Supply Lead Technician	J-607
Central Supply Supervisor	J-615
Central Supply Technician	J-610
Chief Combination Inspector	J-812
Chief Trades Inspector	J-810
Combination Inspector I	J-622
Combination Inspector II	J-624
Construction and Maintenance Supervisor	J-810
Construction Inspector	J-621
Cook	J-605
Correctional Institution Food Manager	J-810
Crew Supervisor	J-620
Custodial Services Supervisor	J-614
Custodial Supervisor	J-611
Custodian	J-606
DIA Stationary Engineer	J-621
Election Equipment and Supply Technician	J-616
Electrical Inspector	J-621
Electrical Maintenance Worker	J-616
Electrical Supervisor	J-810
Electrician	J-621
Electronic Systems Technician	J-621
Electronics Technician Supervisor	J-810
Equipment Operator	J-613
Equipment Operator Specialist	J-614
Facilities Superintendent	J-813
Facility Maintenance Technician	J-616
Field Superintendent	J-813
Food Production Supervisor	J-617
Food Service Worker	J-602
Gardening Technician	J-610
Glazier	J-617
Golf Course Operator	J-617
Golf Course Superintendent	J-812
Heating Ventilating and Air Conditioning (HVAC) Mechanic	J-619
Heating, Ventilating, and Air Conditioning (HVAC) Supervisor	J-810
Heavy Equip Mechanic Line Supervisor	J-810
Heavy Equipment Mechanic	J-618
Heavy Equipment Operator	J-616
Heavy Equipment Service Technician	J-613

Classification	Pay Grade
Helicopter Mechanic	J-621
Horticultural Worker	J-612
Hospital Housekeeping Manager	J-617
Institution Food Steward	J-617
Institution Food Steward Supervisor	J-620
Laundry Supervisor	J-608
Laundry Worker	J-603
Lead Building Engineer	J-621
Lead Custodian	J-607
Lead Heavy Equipment Mechanic	J-619
Locksmith	J-616
Maintenance Assistant	J-608
Maintenance Technician	J-613
Master Trades Worker	J-622
Mechanic Line Supervisor	J-810
Mechanical Inspector	J-621
Multiple Trades Supervisor	J-810
Operations Supervisor	J-810
Painter	J-616
Park Horticulturist	J-613
Parking Meter Collector	J-610
Plumber	J-620
Plumbing Inspector	J-621
Plumbing Supervisor	J-810
Police Fleet Technician	J-617
Pool Maintenance Technician	J-616
Power Shovel Operator	J-617
Semi-Tractor Trailer Operator	J-616
Senior Biomedical Equipment Technician	J-622
Senior Closed Circuit Television Technician	J-618
Senior Police Fleet Technician	J-618
Senior Transportation Worker	J-608
Senior Utility Worker	J-612
Stable Master	J-613
Staff Closed Circuit Television Technician	J-612
Stockkeeper I	J-609
Stockkeeper II	J-614
Stockkeeper III	J-616
Stockroom Manager	J-810
Stockroom Supervisor	J-620
Superintendent of Radio Communications	J-813
Trades Apprentice	J-613
Trades Inspector	J-621
Traffic Operations Technician I	J-613
Traffic Operations Technician II	J-615
Traffic Signal Technician 1	J-616
Traffic Signal Technician 2	J-618
Traffic Signal Technician 3	J-620
Traffic Signal Technician Supervisor	J-810
Transportation Worker	J-607
Turf Equipment Mechanic	J-616
Turf Equipment Mechanic Supervisor	J-810
Utility Worker	J-610
Washing Machine Operator	J-605
Welder	J-618
Zoo Commissary Worker	J-608

## L – Legal

Classification	Pay Grade
Appellate Legal Research Assistant	L-625
Assessment Hearings Officer	L-821
Assessment Hearings Officer Hourly	L-821
Assistant City Attorney - Associate	L-815
Assistant City Attorney - Division Director	L-823
Assistant City Attorney - Entry	L-813
Assistant City Attorney - Section Supervisor	L-822
Assistant City Attorney - Senior	L-820
Assistant City Attorney - Specialist	L-821
Assistant District Attorney	L-824
Associate Deputy District Attorney	L-815
Chief Deputy District Attorney	L-822
Chief Municipal Public Defender	L-816
Civil and Criminal Investigator	L-620
County Court Magistrate	L-816
County Court Parking Magistrate	L-619
Deputy City Attorney	L-824

Classification	Pay Grade
Deputy District Attorney	L-813
Deputy Public Defender I	L-810
Deputy Public Defender I Hourly	L-810
Deputy Public Defender II	L-812
Hearings Officer	L-821
Hearings Officer Hourly	L-821
Investigations Technician	L-620
Investigative Legal Research Assistant	L-624
Judicial Assistant IV	L-619
Law Clerk	L-813
Paralegal I	L-618
Paralegal II	L-620
Paralegal III	L-623
Senior Chief Deputy District Attorney	L-823
Senior Criminal/Civil Investigator	L-624
Senior Deputy District Attorney	L-820

## N – Enforcement, Compliance, & Protective Services

Classification	Pay Grade
Animal Control Investigation Supervisor	N-620
Animal Control Investigator I	N-613
Animal Control Investigator II	N-615
Associate City Inspector	N-617
Associate Probation Officer	N-620
Business License Inspector	N-615
Chief Inspector	N-809
Chief Inspector Hourly	N-809
City Inspector	N-615
Collections Investigator	N-616
Coroner's Investigator	N-623
County Court Marshal	N-619
County Court Marshal Supervisor	N-809
Diversion Officer Supervisor	N-810
Diversion/Criminal Justice Officer	N-620
Economic Crime Specialist	N-612
Electronic Monitoring Probation Officer	N-621
Electronic Monitoring Probation Officer-Lead	N-622
Emergency Communications Operator	N-616
Fingerprint Identification Clerk	N-612
Fingerprint Technician	N-615
Forestry Inspector	N-619
Forestry Supervisor	N-810
Investigator Supervisor	N-812
Landside Service Agent I	N-612
Landside Service Agent II	N-616
Landside Service Supervisor	N-808
Lead Emergency Communications Operator	N-617
Lead Fingerprint Technician	N-616
Lead National Crime Information Center Agent	N-616
Lead Police Video Operator	N-614
Lead Property & Evidence Technician	N-617

Classification	Pay Grade
National Crime Information Center Agent	N-615
Paramedic Dispatch Supervisor	N-623
Paramedic Dispatcher	N-620
Park Ranger	N-614
Park Ranger Supervisor	N-809
Parking/Speeding Enforcement Supervisor	N-808
Photo Enforcement Agent	N-615
Police Dispatcher	N-620
Police Lead Dispatcher	N-621
Police Video Operator	N-613
Probation Officer Supervisor	N-812
Program Quality Assurance Technician	N-615
Property & Evidence Technician	N-616
Right-of-Way Enforcement Agent I	N-615
Right-of-Way Enforcement Agent II	N-617
Security Officer	N-609
Security Specialist	N-613
Security Supervisor	N-614
Senior City Inspector	N-619
Senior Forestry Inspector	N-621
Senior Park Ranger	N-617
Senior Probation Officer	N-623
Staff Probation Officer	N-617
Underground Utility Investigator	N-614
Underground Utility Investigator Supervisor	N-618
Vector Control Inspector	N-617
Vehicle Boot Investigator	N-618
Vehicle Impound Clerk	N-612
Wastewater Systems Data Investigator	N-617
Water Quality Investigator	N-619

## O – Healthcare

Classification	Pay Grade
Addictions Counselor Level III	O-612
Addictions Counselor, Level II	O-610
Advanced Physician	O-823
Advanced Poison Information Specialist	O-809
Advanced Registered Nurse	O-809
Advanced Technical Physician	O-825
Animal Care Supervisor	O-611
Assistant Chief Paramedic	O-813
Associate Director of Physician Services	O-826
Associate Director of Technical Physician Services	O-828
Cardiopulmonary Technologist	O-618
Chief Medical Examiner/Coroner	O-827
Chief Paramedic	O-815
Clinical Care Technician	O-605
Clinical Nurse Educator	O-811
Clinical Nurse Specialist	O-812
Clinical Social Work Team Leader	O-807
Critical Care Respiratory Specialist	O-807
Dental Assistant	O-605
Dentist	O-817
Diagnostic Imaging Supervisor	O-810
Diagnostic Imaging Technologist	O-619
Emergency Service Technician	O-609
Forensic Pathologist	O-823
Health Care Technician	O-606
Lead Addiction Counselor	O-615
Lead Pharmacist	O-817
Licensed Practical Nurse	O-611
Mammography Technologist	O-621
Medical Imaging Manager	O-813
Medical Office Assistant	O-607
Medical Services Representative	O-606
Medical Technologist	O-808
Medical Technologist Section Supervisor	O-810
Medical Technologist Unit Supervisor	O-809
Nuclear Medicine Technologist	O-622

Classification	Pay Grade
Nurse Practitioner	O-813
Nursing Administrator	O-811
Nursing Clinical Coordinator	O-810
Nursing Operations Manager	O-815
Nursing Program Manager	O-812
Paramedic	O-618
Paramedic Field Supervisor	O-809
Paramedic Fleet Supervisor	O-810
Paramedic Operations Supervisor	O-810
Pharmacist	O-816
Physical Therapist	O-809
Physician	O-821
Psychologist	O-811
Psychologist Supervisor	O-813
Recreational Therapist	O-809
Registered Nurse	O-808
Senior Clinical Care Associate	O-610
Senior Laboratory Technician	O-613
Senior Occupational Therapist	O-809
Senior Physical Therapist	O-812
Senior Physician	O-825
Senior Registered Nurse	O-810
Senior Respiratory Therapist	O-616
Senior Speech Therapist	O-809
Senior Technical Physician	O-827
Shelter Veterinarian	O-812
Speech Therapist	O-808
Technical Physician	O-823
Unit Charge Nurse	O-810
Veterinary Assistant	O-606
Veterinary Technician	O-608
Workers' Compensation Registered Nurse	O-810
Zoo Veterinary Technician	O-613

## V – Fiscal

Classification	Pay Grade
Accounting Specialist	V-812
Accounting Supervisor	V-812
Accounting Technician I	V-612
Accounting Technician II	V-614
Appraisal Data Collector	V-611
Assessment Information Technician	V-613
Associate Accountant	V-808
Associate Accountant Hourly	V-808
Associate Budget Analyst	V-809
Associate Financial Analyst	V-809
Associate Financial Analyst Hourly	V-809
Associate Real Property Appraiser	V-807
Budget Analyst Specialist	V-813
Budget Analyst Specialist Hourly	V-813
Budget Analyst Supervisor	V-813
Certified Public Accountant I	V-616
Certified Public Accountant II	V-808
Certified Public Accountant III	V-811
Certified Public Accountant IV	V-813

Classification	Pay Grade
City Controller	V-819
Economic Development Specialist - Business Development	V-808
Financial Analyst Specialist	V-813
Financial Analyst Specialist Hourly	V-813
Financial Analyst Supervisor	V-813
Financial Director	V-817
Financial Director Hourly	V-817
Financial Executive	V-819
Financial Manager	V-815
Fiscal Administrator I	V-812
Fiscal Administrator I Hourly	V-812
Fiscal Administrator II	V-814
Fiscal Administrator III	V-816
Fiscal Operational Supervisor I	V-808
Fiscal Operational Supervisor II	V-810
Internal Audit Supervisor	V-813
Lead Internal Auditor	V-811
Lead Payroll Associate	V-808

Classification	Pay Grade
Lead Tax Auditor	V-811
Loan and Grant Processor	V-615
Payroll Associate	V-615
Payroll Supervisor	V-811
Personal Property Analyst I	V-612
Personal Property Analyst II	V-614
Personal Property Analyst III	V-616
Project Manager I	V-812
Project Manager II	V-814
Real Property Appraiser Specialist	V-811
Real Property Appraiser Supervisor	V-813
Real Property Appraiser Technician	V-613
Risk Analyst	V-808
Senior Accountant	V-810
Senior Accountant Hourly	V-810
Senior Budget Analyst	V-811
Senior Budget Analyst Hourly	V-811
Senior Financial Analyst	V-811
Senior Financial Analyst Hourly	V-811
Senior Internal Auditor	V-810

Classification	Pay Grade
Senior Payroll Associate	V-807
Senior Real Property Appraiser	V-809
Senior Tax Auditor	V-810
Staff Accountant	V-618
Staff Budget Analyst	V-619
Staff Financial Analyst	V-619
Staff Internal Auditor	V-619
Staff Real Property Appraiser	V-616
Staff Tax Auditor	V-619
Tax Analyst	V-616
Tax Audit Supervisor	V-813
Tax Revenue Agent I	V-615
Tax Revenue Agent II	V-617
Tax Revenue Agent Supervisor	V-808
Tax Technician I	V-612
Tax Technician II	V-613
Treasury Agent	V-619
Wastewater Data Technician	V-612

#### Short Range & Community Rate

Classification	Pay Grade
Boating Ranger	Y-323
Golf Cart Attendant	Y-212
Golf Starter/Ranger	Y-310
Library Aide	Y-219
Park Seasonal Laborer	Y-225
Recreation Aide	Y-212
Recreation Facility Assistant	Y-219
Activities Leader-Certified	Z-123
Activities Leader-Non-Certified	Z-118
Fitness Instructor - Certified	Z-123
Fitness Instructor - Non-Certified	Z-118

Classification	Pay Grade
Golf Sales Associate	Z-112
Lifeguard	Z-111
Pool Supervisor	Z-117
Recreation Assistant	Z-110
Sports Official - Certified	Z-123
Sports Official - Non-Certified	Z-118
Television & Video Production Support Technician	Z-122
Usher	Z-310

#### Training & Intern

Classification	Pay Grade
Public Safety Cadet	B-403
Cooperative Education Trainee	C-402
Office Occupations Trainee	C-402
Custodial Trainee	J-403
Parks Intern I	J-405
Parks Intern II	J-407
Parks Intern III	J-409
Utility Worker Trainee	J-405
Vocational Mechanic Trainee	J-410
Attorney Intern	L-406
Forensic Pathology Fellow	O-410

