

ORDINANCE/RESOLUTION REQUEST

Please email requests to the Mayor's Legislative Team

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

Date of Request: **April 16, 2020**

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 #1646

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. 1646

To: Agency Heads and Employees
From: Karen Niparko, Office of Human Resources Executive
Director Date: April 3, 2020
Subject: Pay Survey Market Analysis 2020 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 2020 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 2020 Pay Survey Market Analysis recommendations public hearing is **Thursday, April 16, 2020, at 9:00 a.m.**

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.

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 15, 2020**. 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 14, 2020**.

Pay Survey Market Analysis 2020

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. 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 2020 Pay Survey Market Analysis will be effective on July 1, 2020, in accordance with DRMC.

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 typically 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 2020 Pay Survey Market Analysis will be effective on January 1, 2021, in accordance with DRMC.

City employees will have the opportunity to comment on the findings at a public hearing conference call to the Career Service Board on April 16, 2020, at 9:00 a.m.

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

The following steps will help you to identify the pay grade assigned to your current classification. 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. A list of current classifications and their pay grades and ranges can be found online [here](#).

Employees can find information on their title, pay grade, and pay rate information in [Workday via Denver Hub](#) under their employee profile (View Profile, in top right hand corner of the home screen) and will require employees to log into their Workday account.

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

Occupational Group Adjustments Effective July 1, 2020

Occupational Group		Proposed Average Occupational Group Adjustment
(C)	Clerical	1.55%
(N)	Enforcement/Compliance/ Protective Services	2.91%
(E)	Engineering & Science	2.00%
(V)	Fiscal	2.80%
(A)	General Administrative	1.64%
(O)	Healthcare	0.00%
(I)	Information Technology	0.44%
(L)	Legal	1.34%
(J)	Maintenance & Operations	0.94%

Classification Pay Grade Adjustments
Effective January 1, 2021

Classification	From	To
Air Service Development Manager	A-817	A-819
Business Development Representative I	A-808	A-810
Business Development Representative II	A-810	A-812
Community Development Representative I	A-808	A-810
Community Development Representative II	A-810	A-812
Director Facilities Management	A-816	A-817
Economic Development Supervisor	A-810	A-812
Graphics Supervisor	A-807	A-808
Graphics Technician	A-614	A-615
Landside Service Agent I	N-612	N-614
Landside Service Agent II	N-616	N-618
Property and Evidence Technician	N-616	N-618
Property and Evidence Technician Lead	N-617	N-619
Statistical Researcher Associate	A-809	A-811
Statistical Researcher Senior	A-811	A-813
Vehicle Impound Clerk	N-612	N-614

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-405	\$15.19	\$15.19	\$15.19	\$15.19	\$15.19
A-411	\$15.61	\$16.08	\$16.56	\$17.06	\$17.57
A-412	\$17.89	\$18.43	\$18.98	\$19.55	\$20.14
A-413	\$18.84	\$19.41	\$19.99	\$20.59	\$21.21
A-414	\$19.95	\$20.55	\$21.17	\$21.82	\$22.46
A-604	\$13.21	\$14.73	\$16.25	\$17.77	\$19.29
A-605	\$13.81	\$15.40	\$16.99	\$18.57	\$20.16
A-606	\$14.44	\$16.10	\$17.76	\$19.42	\$21.08
A-607	\$15.10	\$16.84	\$18.58	\$20.31	\$22.05
A-608	\$15.79	\$17.61	\$19.42	\$21.24	\$23.05
A-609	\$16.51	\$18.41	\$20.31	\$22.20	\$24.10
A-610	\$17.26	\$19.25	\$21.23	\$23.22	\$25.20
A-611	\$18.05	\$20.13	\$22.20	\$24.28	\$26.35
A-612	\$18.87	\$21.04	\$23.21	\$25.38	\$27.55
A-613	\$19.73	\$22.00	\$24.27	\$26.54	\$28.81
A-614	\$20.63	\$23.00	\$25.38	\$27.75	\$30.12
A-615	\$21.57	\$24.05	\$26.53	\$29.01	\$31.49
A-616	\$22.55	\$25.14	\$27.74	\$30.33	\$32.92
A-617	\$23.58	\$26.29	\$29.01	\$31.72	\$34.43
A-618	\$24.65	\$27.49	\$30.32	\$33.16	\$35.99
A-619	\$25.77	\$28.73	\$31.70	\$34.66	\$37.62
A-620	\$26.94	\$30.04	\$33.14	\$36.23	\$39.33
A-621	\$28.17	\$31.41	\$34.65	\$37.89	\$41.13
A-622	\$29.45	\$32.84	\$36.23	\$39.61	\$43.00
A-623	\$30.79	\$34.33	\$37.87	\$41.41	\$44.95
A-624	\$32.19	\$35.89	\$39.60	\$43.30	\$47.00
A-625	\$33.65	\$37.52	\$41.39	\$45.26	\$49.13

	Range Minimum	1st Sector Maximum	Range Midpoint	3rd Sector Maximum	Range Maximum
A-807	\$52,395	\$60,254	\$68,114	\$75,973	\$83,832
A-808	\$56,010	\$64,412	\$72,813	\$81,215	\$89,616
A-809	\$59,875	\$68,856	\$77,838	\$86,819	\$95,800
A-810	\$64,006	\$73,607	\$83,208	\$92,809	\$102,410
A-811	\$68,422	\$78,685	\$88,949	\$99,212	\$109,475
A-812	\$73,143	\$84,115	\$95,086	\$106,058	\$117,029
A-813	\$78,190	\$89,919	\$101,647	\$113,376	\$125,104
A-814	\$83,585	\$96,123	\$108,661	\$121,198	\$133,736
A-815	\$89,352	\$102,755	\$116,158	\$129,560	\$142,963
A-816	\$95,517	\$109,845	\$124,172	\$138,500	\$152,827
A-817	\$102,108	\$117,424	\$132,741	\$148,057	\$163,373
A-818	\$109,153	\$125,526	\$141,899	\$158,272	\$174,645
A-819	\$116,685	\$134,188	\$151,691	\$169,193	\$186,696
A-820	\$124,736	\$143,447	\$162,157	\$180,868	\$199,578
A-821	\$133,343	\$153,345	\$173,346	\$193,348	\$213,349
A-822	\$142,544	\$163,926	\$185,307	\$206,689	\$228,070
A-823	\$152,380	\$175,237	\$198,094	\$220,951	\$243,808
A-824	\$162,894	\$187,328	\$211,762	\$236,196	\$260,630
A-825	\$174,134	\$200,254	\$226,374	\$252,494	\$278,614
A-826	\$186,149	\$214,071	\$241,994	\$269,916	\$297,838
A-827	\$198,993	\$228,842	\$258,691	\$288,540	\$318,389
A-828	\$212,724	\$244,633	\$276,541	\$308,450	\$340,358
A-829	\$227,402	\$261,512	\$295,623	\$329,733	\$363,843
A-830	\$243,093	\$279,557	\$316,021	\$352,485	\$388,949

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	\$13.51	\$15.06	\$16.62	\$18.17	\$19.72
C-606	\$14.12	\$15.75	\$17.37	\$19.00	\$20.62
C-607	\$14.76	\$16.46	\$18.16	\$19.85	\$21.55
C-608	\$15.43	\$17.21	\$18.98	\$20.76	\$22.53
C-609	\$16.13	\$17.99	\$19.84	\$21.70	\$23.55
C-610	\$16.86	\$18.80	\$20.74	\$22.68	\$24.62
C-611	\$17.63	\$19.66	\$21.69	\$23.71	\$25.74
C-612	\$18.43	\$20.55	\$22.67	\$24.79	\$26.91
C-613	\$19.27	\$21.49	\$23.70	\$25.92	\$28.13
C-614	\$20.15	\$22.47	\$24.79	\$27.10	\$29.42
C-615	\$21.07	\$23.49	\$25.92	\$28.34	\$30.76
C-616	\$22.03	\$24.56	\$27.10	\$29.63	\$32.16
C-617	\$23.03	\$25.68	\$28.33	\$30.97	\$33.62
C-618	\$24.08	\$26.85	\$29.62	\$32.39	\$35.16
C-619	\$25.18	\$28.08	\$30.97	\$33.87	\$36.76
C-620	\$26.33	\$29.36	\$32.39	\$35.41	\$38.44
C-621	\$27.53	\$30.70	\$33.86	\$37.03	\$40.19
C-622	\$28.78	\$32.09	\$35.40	\$38.71	\$42.02
C-623	\$30.09	\$33.55	\$37.01	\$40.47	\$43.93
C-624	\$31.46	\$35.08	\$38.70	\$42.31	\$45.93

	Range Minimum	1st Sector Maximum	Range Midpoint	3rd Sector Maximum	Range Maximum
C-806	\$47,894	\$55,078	\$62,262	\$69,446	\$76,630
C-807	\$51,199	\$58,879	\$66,559	\$74,238	\$81,918
C-808	\$54,732	\$62,942	\$71,152	\$79,361	\$87,571
C-809	\$58,509	\$67,285	\$76,062	\$84,838	\$93,614
C-810	\$62,546	\$71,928	\$81,310	\$90,692	\$100,074
C-811	\$66,862	\$76,891	\$86,921	\$96,950	\$106,979
C-812	\$71,475	\$82,196	\$92,918	\$103,639	\$114,360
C-813	\$76,407	\$87,868	\$99,329	\$110,790	\$122,251
C-814	\$81,679	\$93,931	\$106,183	\$118,434	\$130,686

E - Engineering & Science Occupational Group

	Range Minimum	1st Sector Maximum	Range Midpoint	3rd Sector Maximum	Range Maximum
E-607	\$13.48	\$15.03	\$16.58	\$18.13	\$19.68
E-608	\$14.09	\$15.71	\$17.33	\$18.95	\$20.57
E-609	\$14.73	\$16.43	\$18.12	\$19.82	\$21.51
E-610	\$15.40	\$17.17	\$18.94	\$20.71	\$22.48
E-611	\$16.10	\$17.95	\$19.81	\$21.66	\$23.51
E-612	\$16.83	\$18.77	\$20.70	\$22.64	\$24.57
E-613	\$17.60	\$19.63	\$21.65	\$23.68	\$25.70
E-614	\$18.40	\$20.52	\$22.63	\$24.75	\$26.86
E-615	\$19.24	\$21.45	\$23.67	\$25.88	\$28.09
E-616	\$20.12	\$22.44	\$24.75	\$27.07	\$29.38
E-617	\$21.04	\$23.46	\$25.88	\$28.30	\$30.72
E-618	\$22.00	\$24.53	\$27.06	\$29.59	\$32.12
E-619	\$23.00	\$25.65	\$28.29	\$30.94	\$33.58
E-620	\$24.05	\$26.82	\$29.58	\$32.35	\$35.11
E-621	\$25.14	\$28.03	\$30.92	\$33.81	\$36.70
E-622	\$26.28	\$29.30	\$32.33	\$35.35	\$38.37
E-623	\$27.48	\$30.64	\$33.80	\$36.96	\$40.12
E-624	\$28.73	\$32.04	\$35.34	\$38.65	\$41.95
E-625	\$30.04	\$33.50	\$36.95	\$40.41	\$43.86
E-626	\$31.41	\$35.02	\$38.64	\$42.25	\$45.86
E-627	\$32.84	\$36.62	\$40.40	\$44.17	\$47.95
E-628	\$34.33	\$38.28	\$42.23	\$46.17	\$50.12
E-629	\$35.89	\$40.02	\$44.15	\$48.27	\$52.40
E-630	\$37.52	\$41.84	\$46.15	\$50.47	\$54.78
E-631	\$39.23	\$43.74	\$48.26	\$52.77	\$57.28
E-632	\$41.01	\$45.73	\$50.44	\$55.16	\$59.87

	Range Minimum	1st Sector Maximum	Range Midpoint	3rd Sector Maximum	Range Maximum
E-808	\$49,980	\$57,477	\$64,974	\$72,471	\$79,968
E-809	\$53,429	\$61,443	\$69,458	\$77,472	\$85,486
E-810	\$57,116	\$65,684	\$74,251	\$82,819	\$91,386
E-811	\$61,057	\$70,216	\$79,374	\$88,533	\$97,691
E-812	\$65,270	\$75,061	\$84,851	\$94,642	\$104,432
E-813	\$69,774	\$80,240	\$90,706	\$101,172	\$111,638
E-814	\$74,588	\$85,776	\$96,965	\$108,153	\$119,341
E-815	\$79,735	\$91,695	\$103,656	\$115,616	\$127,576
E-816	\$85,237	\$98,023	\$110,808	\$123,594	\$136,379
E-817	\$91,118	\$104,786	\$118,454	\$132,121	\$145,789
E-818	\$97,405	\$112,016	\$126,627	\$141,237	\$155,848
E-819	\$104,126	\$119,745	\$135,364	\$150,983	\$166,602
E-820	\$111,311	\$128,008	\$144,705	\$161,401	\$178,098
E-821	\$118,991	\$136,840	\$154,689	\$172,537	\$190,386
E-822	\$127,201	\$146,281	\$165,362	\$184,442	\$203,522
E-823	\$135,978	\$156,375	\$176,772	\$197,168	\$217,565
E-824	\$145,360	\$167,164	\$188,968	\$210,772	\$232,576
E-825	\$155,390	\$178,699	\$202,007	\$225,316	\$248,624
E-826	\$166,112	\$191,029	\$215,946	\$240,862	\$265,779
E-827	\$177,574	\$204,210	\$230,846	\$257,482	\$284,118
E-828	\$189,827	\$218,301	\$246,775	\$275,249	\$303,723
E-829	\$202,925	\$233,364	\$263,803	\$294,241	\$324,680

I - Information Technology Occupational Group

	Range Minimum	1st Sector Maximum	Range Midpoint	3rd Sector Maximum	Range Maximum
I-605	\$13.20	\$14.72	\$16.24	\$17.75	\$19.27
I-606	\$13.80	\$15.39	\$16.98	\$18.56	\$20.15
I-607	\$14.43	\$16.09	\$17.75	\$19.41	\$21.07
I-608	\$15.09	\$16.83	\$18.56	\$20.30	\$22.03
I-609	\$15.78	\$17.60	\$19.41	\$21.23	\$23.04
I-610	\$16.50	\$18.40	\$20.30	\$22.19	\$24.09
I-611	\$17.25	\$19.24	\$21.22	\$23.21	\$25.19
I-612	\$18.03	\$20.10	\$22.18	\$24.25	\$26.32
I-613	\$18.85	\$21.02	\$23.19	\$25.35	\$27.52
I-614	\$19.71	\$21.98	\$24.25	\$26.51	\$28.78
I-615	\$20.61	\$22.98	\$25.35	\$27.72	\$30.09
I-616	\$21.55	\$24.03	\$26.51	\$28.98	\$31.46
I-617	\$22.53	\$25.12	\$27.71	\$30.30	\$32.89
I-618	\$23.56	\$26.27	\$28.98	\$31.69	\$34.40
I-619	\$24.63	\$27.46	\$30.30	\$33.13	\$35.96
I-620	\$25.75	\$28.71	\$31.68	\$34.64	\$37.60
I-621	\$26.92	\$30.02	\$33.11	\$36.21	\$39.30
I-622	\$28.14	\$31.38	\$34.61	\$37.85	\$41.08
I-623	\$29.42	\$32.80	\$36.19	\$39.57	\$42.95
I-624	\$30.76	\$34.30	\$37.84	\$41.37	\$44.91
I-625	\$32.16	\$35.86	\$39.56	\$43.25	\$46.95
I-626	\$33.62	\$37.49	\$41.36	\$45.22	\$49.09
I-627	\$35.15	\$39.19	\$43.24	\$47.28	\$51.32
I-628	\$36.75	\$40.98	\$45.21	\$49.43	\$53.66
I-629	\$38.42	\$42.84	\$47.26	\$51.67	\$56.09

	Range Minimum	1st Sector Maximum	Range Midpoint	3rd Sector Maximum	Range Maximum
I-808	\$53,527	\$61,556	\$69,585	\$77,614	\$85,643
I-809	\$57,220	\$65,803	\$74,386	\$82,969	\$91,552
I-810	\$61,168	\$70,343	\$79,519	\$88,694	\$97,869
I-811	\$65,389	\$75,197	\$85,006	\$94,814	\$104,622
I-812	\$69,901	\$80,386	\$90,872	\$101,357	\$111,842
I-813	\$74,724	\$85,933	\$97,141	\$108,350	\$119,558
I-814	\$79,880	\$91,862	\$103,844	\$115,826	\$127,808
I-815	\$85,392	\$98,201	\$111,010	\$123,818	\$136,627
I-816	\$91,284	\$104,977	\$118,669	\$132,362	\$146,054
I-817	\$97,583	\$112,221	\$126,858	\$141,496	\$156,133
I-818	\$104,316	\$119,964	\$135,611	\$151,259	\$166,906
I-819	\$111,514	\$128,241	\$144,968	\$161,695	\$178,422
I-820	\$119,208	\$137,089	\$154,971	\$172,852	\$190,733
I-821	\$127,433	\$146,548	\$165,663	\$184,778	\$203,893
I-822	\$136,226	\$156,660	\$177,094	\$197,528	\$217,962
I-823	\$145,626	\$167,470	\$189,314	\$211,158	\$233,002
I-824	\$155,674	\$179,025	\$202,376	\$225,727	\$249,078
I-825	\$166,416	\$191,379	\$216,341	\$241,304	\$266,266

J - Maintenance & Operations Occupational Group

	Range Minimum	1st Sector Maximum	Range Midpoint	3rd Sector Maximum	Range Maximum
J-410	\$16.91	\$16.91	\$16.91	\$16.91	\$16.91
J-606	\$13.12	\$14.63	\$16.14	\$17.65	\$19.16
J-607	\$13.72	\$15.30	\$16.88	\$18.45	\$20.03
J-608	\$14.34	\$15.99	\$17.64	\$19.29	\$20.94
J-609	\$14.99	\$16.72	\$18.44	\$20.17	\$21.89
J-610	\$15.67	\$17.47	\$19.28	\$21.08	\$22.88
J-611	\$16.38	\$18.26	\$20.15	\$22.03	\$23.91
J-612	\$17.13	\$19.10	\$21.07	\$23.04	\$25.01
J-613	\$17.91	\$19.97	\$22.03	\$24.09	\$26.15
J-614	\$18.72	\$20.87	\$23.03	\$25.18	\$27.33
J-615	\$19.57	\$21.82	\$24.07	\$26.32	\$28.57
J-616	\$20.46	\$22.81	\$25.17	\$27.52	\$29.87
J-617	\$21.39	\$23.85	\$26.31	\$28.77	\$31.23
J-618	\$22.36	\$24.93	\$27.51	\$30.08	\$32.65
J-619	\$23.38	\$26.07	\$28.76	\$31.44	\$34.13
J-620	\$24.44	\$27.25	\$30.06	\$32.87	\$35.68
J-621	\$25.55	\$28.49	\$31.43	\$34.36	\$37.30
J-622	\$26.71	\$29.78	\$32.86	\$35.93	\$39.00
J-623	\$27.93	\$31.14	\$34.36	\$37.57	\$40.78
J-624	\$29.20	\$32.56	\$35.92	\$39.27	\$42.63
J-625	\$30.53	\$34.04	\$37.55	\$41.06	\$44.57
J-626	\$31.92	\$35.59	\$39.26	\$42.93	\$46.60
J-627	\$33.37	\$37.21	\$41.05	\$44.88	\$48.72
J-628	\$34.89	\$38.90	\$42.92	\$46.93	\$50.94

	Range Minimum	1st Sector Maximum	Range Midpoint	3rd Sector Maximum	Range Maximum
J-807	\$47,583	\$54,721	\$61,858	\$68,996	\$76,133
J-808	\$50,866	\$58,496	\$66,126	\$73,756	\$81,386
J-809	\$54,376	\$62,533	\$70,689	\$78,846	\$87,002
J-810	\$58,128	\$66,847	\$75,567	\$84,286	\$93,005
J-811	\$62,139	\$71,460	\$80,781	\$90,101	\$99,422
J-812	\$66,427	\$76,391	\$86,355	\$96,319	\$106,283
J-813	\$71,010	\$81,662	\$92,313	\$102,965	\$113,616
J-814	\$75,910	\$87,297	\$98,683	\$110,070	\$121,456
J-815	\$81,148	\$93,320	\$105,493	\$117,665	\$129,837
J-816	\$86,747	\$99,759	\$112,771	\$125,783	\$138,795
J-817	\$92,733	\$106,643	\$120,553	\$134,463	\$148,373
J-818	\$99,132	\$114,002	\$128,872	\$143,741	\$158,611
J-819	\$105,972	\$121,868	\$137,764	\$153,659	\$169,555

L - Legal Occupational Group

	Range Minimum	1st Sector Maximum	Range Midpoint	3rd Sector Maximum	Range Maximum
L-605	\$13.65	\$15.22	\$16.79	\$18.36	\$19.93
L-606	\$14.27	\$15.91	\$17.55	\$19.19	\$20.83
L-607	\$14.92	\$16.64	\$18.35	\$20.07	\$21.78
L-608	\$15.60	\$17.40	\$19.19	\$20.99	\$22.78
L-609	\$16.31	\$18.19	\$20.06	\$21.94	\$23.81
L-610	\$17.05	\$19.01	\$20.97	\$22.93	\$24.89
L-611	\$17.83	\$19.88	\$21.93	\$23.98	\$26.03
L-612	\$18.64	\$20.78	\$22.93	\$25.07	\$27.21
L-613	\$19.49	\$21.73	\$23.98	\$26.22	\$28.46
L-614	\$20.38	\$22.72	\$25.07	\$27.41	\$29.75
L-615	\$21.31	\$23.76	\$26.21	\$28.66	\$31.11
L-616	\$22.28	\$24.84	\$27.41	\$29.97	\$32.53
L-617	\$23.29	\$25.97	\$28.65	\$31.32	\$34.00
L-618	\$24.35	\$27.15	\$29.95	\$32.75	\$35.55
L-619	\$25.46	\$28.39	\$31.32	\$34.24	\$37.17
L-620	\$26.62	\$29.68	\$32.75	\$35.81	\$38.87
L-621	\$27.83	\$31.03	\$34.23	\$37.43	\$40.63
L-622	\$29.10	\$32.45	\$35.80	\$39.14	\$42.49
L-623	\$30.42	\$33.92	\$37.42	\$40.91	\$44.41
L-624	\$31.80	\$35.46	\$39.12	\$42.77	\$46.43
L-625	\$33.25	\$37.08	\$40.90	\$44.73	\$48.55
L-626	\$34.76	\$38.76	\$42.76	\$46.75	\$50.75

	Range Minimum	1st Sector Maximum	Range Midpoint	3rd Sector Maximum	Range Maximum
L-807	\$51,765	\$59,530	\$67,295	\$75,059	\$82,824
L-808	\$55,337	\$63,638	\$71,938	\$80,239	\$88,539
L-809	\$59,155	\$68,028	\$76,902	\$85,775	\$94,648
L-810	\$63,237	\$72,723	\$82,208	\$91,694	\$101,179
L-811	\$67,600	\$77,740	\$87,880	\$98,020	\$108,160
L-812	\$72,264	\$83,104	\$93,943	\$104,783	\$115,622
L-813	\$77,250	\$88,838	\$100,425	\$112,013	\$123,600
L-814	\$82,580	\$94,967	\$107,354	\$119,741	\$132,128
L-815	\$88,278	\$101,520	\$114,762	\$128,003	\$141,245
L-816	\$94,369	\$108,524	\$122,680	\$136,835	\$150,990
L-817	\$100,880	\$116,012	\$131,144	\$146,276	\$161,408
L-818	\$107,841	\$124,017	\$140,194	\$156,370	\$172,546
L-819	\$115,282	\$132,574	\$149,867	\$167,159	\$184,451
L-820	\$123,236	\$141,722	\$160,207	\$178,693	\$197,178
L-821	\$131,739	\$151,500	\$171,261	\$191,021	\$210,782
L-822	\$140,829	\$161,953	\$183,078	\$204,202	\$225,326
L-823	\$150,546	\$173,128	\$195,710	\$218,292	\$240,874
L-824	\$160,934	\$185,074	\$209,214	\$233,354	\$257,494
L-825	\$172,038	\$197,844	\$223,650	\$249,455	\$275,261
L-826	\$183,909	\$211,495	\$239,082	\$266,668	\$294,254
L-827	\$196,599	\$226,089	\$255,579	\$285,068	\$314,558
L-828	\$210,164	\$241,689	\$273,213	\$304,738	\$336,262
L-829	\$224,665	\$258,365	\$292,065	\$325,764	\$359,464

N - Enforcement, Compliance, and Protective Services Occupational Group

	Range Minimum	1st Sector Maximum	Range Midpoint	3rd Sector Maximum	Range Maximum
N-607	\$13.93	\$15.53	\$17.14	\$18.74	\$20.34
N-608	\$14.56	\$16.24	\$17.91	\$19.59	\$21.26
N-609	\$15.22	\$16.97	\$18.72	\$20.47	\$22.22
N-610	\$15.91	\$17.74	\$19.57	\$21.40	\$23.23
N-611	\$16.63	\$18.54	\$20.46	\$22.37	\$24.28
N-612	\$17.39	\$19.39	\$21.39	\$23.39	\$25.39
N-613	\$18.18	\$20.27	\$22.36	\$24.45	\$26.54
N-614	\$19.01	\$21.20	\$23.38	\$25.57	\$27.75
N-615	\$19.87	\$22.16	\$24.44	\$26.73	\$29.01
N-616	\$20.77	\$23.16	\$25.55	\$27.93	\$30.32
N-617	\$21.72	\$24.22	\$26.72	\$29.21	\$31.71
N-618	\$22.71	\$25.32	\$27.94	\$30.55	\$33.16
N-619	\$23.74	\$26.47	\$29.20	\$31.93	\$34.66
N-620	\$24.82	\$27.68	\$30.53	\$33.39	\$36.24
N-621	\$25.95	\$28.94	\$31.92	\$34.91	\$37.89
N-622	\$27.13	\$30.25	\$33.37	\$36.49	\$39.61
N-623	\$28.36	\$31.62	\$34.89	\$38.15	\$41.41
N-624	\$29.65	\$33.06	\$36.47	\$39.88	\$43.29

	Range Minimum	1st Sector Maximum	Range Midpoint	3rd Sector Maximum	Range Maximum
N-808	\$51,649	\$59,396	\$67,144	\$74,891	\$82,638
N-809	\$55,213	\$63,495	\$71,777	\$80,059	\$88,341
N-810	\$59,023	\$67,877	\$76,730	\$85,584	\$94,437
N-811	\$63,096	\$72,561	\$82,025	\$91,490	\$100,954
N-812	\$67,450	\$77,568	\$87,685	\$97,803	\$107,920
N-813	\$72,104	\$82,920	\$93,735	\$104,551	\$115,366
N-814	\$77,079	\$88,641	\$100,203	\$111,764	\$123,326
N-815	\$82,397	\$94,757	\$107,116	\$119,476	\$131,835
N-816	\$88,082	\$101,294	\$114,507	\$127,719	\$140,931
N-817	\$94,160	\$108,284	\$122,408	\$136,532	\$150,656
N-818	\$100,657	\$115,756	\$130,854	\$145,953	\$161,051
N-819	\$107,602	\$123,742	\$139,883	\$156,023	\$172,163

O - Healthcare Occupational Group

	Range Minimum	1st Sector Maximum	Range Midpoint	3rd Sector Maximum	Range Maximum
O-407	\$19.81	\$19.81	\$19.81	\$19.81	\$19.81
O-410	\$91,770.00	\$91,770.00	\$91,770.00	\$91,770.00	\$91,770.00
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	\$13.91	\$15.51	\$17.11	\$18.71	\$20.31
V-607	\$14.54	\$16.21	\$17.89	\$19.56	\$21.23
V-608	\$15.20	\$16.95	\$18.70	\$20.44	\$22.19
V-609	\$15.89	\$17.72	\$19.55	\$21.37	\$23.20
V-610	\$16.61	\$18.52	\$20.43	\$22.34	\$24.25
V-611	\$17.37	\$19.37	\$21.37	\$23.36	\$25.36
V-612	\$18.16	\$20.25	\$22.34	\$24.42	\$26.51
V-613	\$18.99	\$21.18	\$23.36	\$25.55	\$27.73
V-614	\$19.85	\$22.13	\$24.42	\$26.70	\$28.98
V-615	\$20.75	\$23.14	\$25.53	\$27.91	\$30.30
V-616	\$21.69	\$24.19	\$26.68	\$29.18	\$31.67
V-617	\$22.68	\$25.29	\$27.90	\$30.50	\$33.11
V-618	\$23.71	\$26.44	\$29.17	\$31.89	\$34.62
V-619	\$24.79	\$27.64	\$30.49	\$33.34	\$36.19
V-620	\$25.92	\$28.90	\$31.88	\$34.86	\$37.84
V-621	\$27.10	\$30.22	\$33.34	\$36.45	\$39.57
V-622	\$28.33	\$31.59	\$34.85	\$38.10	\$41.36
V-623	\$29.62	\$33.03	\$36.44	\$39.84	\$43.25
V-624	\$30.97	\$34.53	\$38.10	\$41.66	\$45.22

	Range Minimum	1st Sector Maximum	Range Midpoint	3rd Sector Maximum	Range Maximum
V-807	\$50,438	\$58,004	\$65,570	\$73,135	\$80,701
V-808	\$53,918	\$62,006	\$70,094	\$78,181	\$86,269
V-809	\$57,638	\$66,284	\$74,930	\$83,575	\$92,221
V-810	\$61,615	\$70,857	\$80,100	\$89,342	\$98,584
V-811	\$65,866	\$75,746	\$85,626	\$95,506	\$105,386
V-812	\$70,411	\$80,973	\$91,535	\$102,096	\$112,658
V-813	\$75,269	\$86,559	\$97,850	\$109,140	\$120,430
V-814	\$80,463	\$92,533	\$104,602	\$116,672	\$128,741
V-815	\$86,015	\$98,917	\$111,820	\$124,722	\$137,624
V-816	\$91,950	\$105,743	\$119,535	\$133,328	\$147,120
V-817	\$98,295	\$113,039	\$127,784	\$142,528	\$157,272
V-818	\$105,077	\$120,839	\$136,600	\$152,362	\$168,123
V-819	\$112,327	\$129,176	\$146,025	\$162,874	\$179,723
V-820	\$120,078	\$138,090	\$156,102	\$174,113	\$192,125
V-821	\$128,363	\$147,618	\$166,872	\$186,127	\$205,381
V-822	\$137,220	\$157,803	\$178,386	\$198,969	\$219,552
V-823	\$146,688	\$168,691	\$190,695	\$212,698	\$234,701
V-824	\$156,809	\$180,330	\$203,852	\$227,373	\$250,894
V-825	\$167,629	\$192,773	\$217,918	\$243,062	\$268,206
V-826	\$179,195	\$206,074	\$232,954	\$259,833	\$286,712
V-827	\$191,559	\$220,293	\$249,027	\$277,760	\$306,494
V-828	\$204,777	\$235,494	\$266,210	\$296,927	\$327,643
V-829	\$218,907	\$251,743	\$284,579	\$317,415	\$350,251

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

To be completed by Mayor's Legislative Team:

Resolution/Bill Number: _____

Date Entered: _____