

POSTING IS REQUIRED

Classification Notice No. 1670

To: Agency Heads and Employees
From: Karen Niparko, Executive Director of the Office of Human Resources
Date: March 10, 2021
Subject: Revised Redesign of Classification and Pay Plan

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

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

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

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

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

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

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

Public Notice of Changes

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

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

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

Pay Grades and Pay Tables Abolishments

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

Proposed Pay Tables and Ranges Non-Exempt Pay Table

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

Exempt Pay Table

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

Community Rate Pay Table

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

Current Pay Grade to Proposed Pay Grade Table

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

| Job Code | Job Title | Current Pay Grade | Proposed Pay Grade |
|-----------------|--------------------------------------|--------------------------|---------------------------|
| VC1501 | Administrative Support Assistant III | C-611 | NE-07 |
| YC1500 | Administrative Support Assistant III | C-611 | NE-07 |
| BC1525 | Administrative Support Assistant IV | C-614 | NE-10 |
| CC1503 | Administrative Support Assistant IV | C-614 | NE-10 |
| FC3206 | Administrative Support Assistant IV | C-614 | NE-10 |
| LC1504 | Administrative Support Assistant IV | C-614 | NE-10 |
| VC1526 | Administrative Support Assistant IV | C-614 | NE-10 |
| YC1527 | Administrative Support Assistant IV | C-614 | NE-10 |
| BC1535 | Administrative Support Assistant V | C-615 | NE-11 |
| CC1507 | Administrative Support Assistant V | C-615 | NE-11 |
| LC1540 | Administrative Support Assistant V | C-615 | NE-11 |
| VC1536 | Administrative Support Assistant V | C-615 | NE-11 |
| YC1537 | Administrative Support Assistant V | C-615 | NE-11 |
| AC1543 | Administrative Support Supervisor I | C-618 | NE-13 |
| BC1544 | Administrative Support Supervisor I | C-618 | NE-13 |
| CC1508 | Administrative Support Supervisor I | C-618 | NE-13 |
| LC1510 | Administrative Support Supervisor I | C-618 | NE-13 |
| VC1512 | Administrative Support Supervisor I | C-618 | NE-13 |
| YC1545 | Administrative Support Supervisor I | C-618 | NE-13 |
| AC1547 | Administrative Support Supervisor II | C-808 | EX-07 |
| BC1548 | Administrative Support Supervisor II | C-808 | EX-07 |
| CC1513 | Administrative Support Supervisor II | C-808 | EX-07 |
| LC1553 | Administrative Support Supervisor II | C-808 | EX-07 |
| YC1550 | Administrative Support Supervisor II | C-808 | EX-07 |
| CA2307 | Administrator I | A-810 | EX-09 |
| FA3052 | Administrator I | A-810 | EX-09 |
| LA2331 | Administrator I | A-810 | EX-09 |
| YA2828 | Administrator I | A-810 | EX-09 |
| CA2413 | Administrator I Hourly | A-810 | EX-09 |
| FA3227 | Administrator I Hourly | A-810 | EX-09 |
| BA2929 | Administrator II | A-813 | EX-12 |
| CA2308 | Administrator II | A-813 | EX-12 |
| LA2975 | Administrator II | A-813 | EX-12 |
| MA2974 | Administrator II | A-813 | EX-12 |
| YA3153 | Administrator II | A-813 | EX-12 |
| CA2922 | Administrator II Hourly | A-813 | EX-12 |
| AA2330 | Administrator III | A-815 | EX-13 |
| CA2309 | Administrator III | A-815 | EX-13 |
| FA3225 | Administrator III | A-815 | EX-13 |
| LA2934 | Administrator III | A-815 | EX-13 |
| MA2979 | Administrator III | A-815 | EX-13 |
| OA3261 | Administrator III | A-815 | EX-13 |
| CA0654 | Agency Trainer | A-809 | EX-08 |

| Job Code | Job Title | Current Pay Grade | Proposed Pay Grade |
|-----------------|--|--------------------------|---------------------------|
| LA2458 | Agency Trainer | A-809 | EX-08 |
| CA2958 | Agency Trainer Hourly | A-809 | EX-08 |
| LA2626 | Agency Trainer Hourly | A-809 | EX-08 |
| CA2243 | Agency Training Supervisor | A-811 | EX-10 |
| CA2632 | Air Service Development Manager | A-817 | EX-15 |
| CA3137 | Airport Commercial Administrator | A-813 | EX-12 |
| CA3138 | Airport Commercial Administrator Senior | A-815 | EX-13 |
| CA3150 | Airport Commercial Director | A-818 | EX-16 |
| CA3136 | Airport Commercial Manager | A-815 | EX-13 |
| CA2928 | Airport Communications Center Specialist | A-619 | NE-14 |
| CA2487 | Airport Communications Center Supervisor | A-810 | EX-09 |
| CA2810 | Airport Emergency Dispatcher | A-618 | NE-13 |
| CA3202 | Airport Emergency Operations Specialist | A-812 | EX-11 |
| CA2805 | Airport Operations Officer Airfield and Ramp Tower | A-624 | NE-17 |
| CA2486 | Airport Operations Representative | A-618 | NE-13 |
| CA2806 | Airport Operations Supervisor | A-812 | EX-11 |
| CE3120 | Airport Planner Associate | E-813 | EX-10 |
| CE3122 | Airport Planner Principal | E-817 | EX-14 |
| CE3121 | Airport Planner Senior | E-815 | EX-12 |
| CE3119 | Airport Planner Staff | E-811 | EX-08 |
| CE2779 | Airport Planning Director | E-821 | EX-17 |
| CE3123 | Airport Planning Manager | E-819 | EX-15 |
| CA2757 | Airside Operations Director | A-818 | EX-16 |
| CA2820 | Airside Operations Manager | A-816 | EX-14 |
| CO3277 | Animal Care Attendant | O-608 | NE-06 |
| CO2829 | Animal Care Supervisor | O-613 | NE-10 |
| CC3203 | Animal Shelter Administrative Support Supervisor | C-806 | EX-05 |
| CC3158 | Animal Shelter Assistant | C-614 | NE-10 |
| CA3064 | Applications Support Administrator Associate | A-809 | EX-08 |
| CA3065 | Applications Support Administrator Senior | A-811 | EX-10 |
| CA3262 | Applications Support Administrator Specialist | A-813 | EX-12 |
| CV2348 | Appraisal Data Collector | V-611 | NE-07 |
| CA2474 | Aquatics Coordinator | A-617 | NE-12 |
| CJ2612 | Arborist Technician I | J-614 | NE-08 |
| CJ2596 | Arborist Technician II | J-616 | NE-10 |
| CE0369 | Architect Associate | E-814 | EX-11 |
| CE0428 | Architect Senior | E-817 | EX-14 |
| CE0436 | Architect Staff | E-811 | EX-08 |
| CJ3102 | Asphalt Plant Mechanic | J-618 | NE-11 |
| CJ1813 | Asphalt Plant Operator | J-618 | NE-11 |
| CV3172 | Assessment GIS Supervisor | V-811 | EX-09 |
| CV3170 | Assessment GIS Technician I | V-616 | NE-11 |
| CV3171 | Assessment GIS Technician II | V-618 | NE-12 |

| Job Code | Job Title | Current Pay Grade | Proposed Pay Grade |
|-----------------|--|--------------------------|---------------------------|
| CL2398 | Assessment Hearing Officer | L-821 | EX-19 |
| CL2410 | Assessment Hearing Officer Hourly | L-821 | EX-19 |
| CV3169 | Assessment Information Supervisor | V-811 | EX-09 |
| CV3167 | Assessment Information Technician I | V-613 | NE-08 |
| CV3168 | Assessment Information Technician II | V-615 | NE-10 |
| CL0355 | Assistant City Attorney Associate | L-815 | EX-13 |
| CL1742 | Assistant City Attorney Division Director | L-823 | EX-20 |
| CL0356 | Assistant City Attorney Entry | L-813 | EX-12 |
| CL0359 | Assistant City Attorney Section Supervisor | L-822 | EX-19 |
| CL0357 | Assistant City Attorney Senior | L-820 | EX-18 |
| CL0358 | Assistant City Attorney Specialist | L-821 | EX-19 |
| DL1454 | Assistant District Attorney | L-824 | EX-21 |
| CJ2739 | Assistant Superintendent Golf Course | J-618 | NE-11 |
| MA0038 | Associate Administrator | A-810 | EX-09 |
| DL1175 | Associate Deputy District Attorney | L-815 | EX-13 |
| CO2725 | Associate Director Physician Services | O-826 | EX-24 |
| CL3228 | Attorney Fellow | L-616 | NE-11 |
| CC2482 | Aviation Customer Service Agent | C-613 | NE-09 |
| CC3226 | Aviation Customer Service Agent Lead | C-614 | NE-10 |
| CC2483 | Aviation Customer Service Manager | C-809 | EX-08 |
| CC2484 | Aviation Customer Service Supervisor | C-619 | NE-13 |
| CA0794 | Aviation Director Senior | A-819 | EX-17 |
| CJ2480 | Aviation Electrical Superintendent | J-813 | EX-11 |
| CE2232 | Aviation Noise Abatement Officer | E-812 | EX-09 |
| CE2233 | Aviation Noise Abatement Supervisor | E-816 | EX-13 |
| CA2822 | Aviation Operations Director | A-818 | EX-16 |
| CA2821 | Aviation Operations Manager Section | A-816 | EX-14 |
| CJ2481 | Aviation Painting Supervisor | J-809 | EX-07 |
| CE2950 | Aviation Program Manager | E-820 | EX-16 |
| CC2852 | Aviation Security Agent | C-615 | NE-10 |
| CA2760 | Aviation Security Director | A-818 | EX-16 |
| CA2819 | Aviation Security Manager | A-816 | EX-14 |
| CA2449 | Aviation Security Technician | A-616 | NE-11 |
| CJ2923 | Aviation Snow Removal Operator | J-617 | NE-11 |
| CA2490 | Booking Coordinator | A-622 | NE-16 |
| LA2491 | Booking Coordinator | A-622 | NE-16 |
| CA2492 | Booking Specialist | A-812 | EX-11 |
| CA0910 | Branch Manager | A-808 | EX-07 |
| CV1823 | Budget Analyst Associate | V-810 | EX-08 |
| CV2023 | Budget Analyst Senior | V-812 | EX-10 |
| LV2425 | Budget Analyst Senior | V-812 | EX-10 |
| CV2930 | Budget Analyst Senior Hourly | V-812 | EX-10 |
| CV2910 | Budget Analyst Specialist | V-814 | EX-12 |

| Job Code | Job Title | Current Pay Grade | Proposed Pay Grade |
|-----------------|--|--------------------------|---------------------------|
| CV2932 | Budget Analyst Specialist Hourly | V-814 | EX-12 |
| CV2051 | Budget Analyst Staff | V-620 | NE-14 |
| CV2911 | Budget Analyst Supervisor | V-814 | EX-12 |
| CJ2808 | Building and Grounds Supervisor | J-617 | NE-11 |
| CJ2732 | Building Engineer | J-620 | NE-13 |
| CJ2733 | Building Engineer Lead | J-621 | NE-14 |
| CI3197 | Building Information Modeler | I-812 | EX-10 |
| CI3198 | Building Information Modeling Analyst | I-814 | EX-12 |
| CI3199 | Building Information Modeling Analyst Senior | I-816 | EX-14 |
| CI3200 | Building Information Modeling Manager | I-818 | EX-16 |
| CA2370 | Business Development Associate I | A-614 | NE-10 |
| CA2371 | Business Development Associate II | A-618 | NE-13 |
| CA2196 | Business Development Representative I | A-808 | EX-07 |
| MA2285 | Business Development Representative I | A-808 | EX-07 |
| CA2171 | Business Development Representative II | A-810 | EX-09 |
| CA2372 | Business Development Supervisor | A-808 | EX-07 |
| CN1848 | Business License Inspector I | N-617 | NE-11 |
| CN3291 | Business License Inspector II | N-619 | NE-12 |
| CN3280 | Business License Inspector Supervisor | N-810 | EX-08 |
| CA2379 | Business Operations Administrator | A-808 | EX-07 |
| FA3095 | Business Operations Administrator | A-808 | EX-07 |
| MA2959 | Business Operations Administrator | A-808 | EX-07 |
| LA2627 | Business Operations Administrator | A-808 | EX-07 |
| CA3104 | Business Operations Administrator Hourly | A-808 | EX-07 |
| CA0670 | Buyer Associate | A-808 | EX-07 |
| LA1471 | Buyer Associate | A-808 | EX-07 |
| CA0979 | Buyer Senior | A-810 | EX-09 |
| LA1311 | Buyer Senior | A-810 | EX-09 |
| CA1004 | Buyer Staff | A-804 | EX-05 |
| LA1472 | Buyer Staff | A-804 | EX-05 |
| CA0722 | Buyer Supervisor | A-813 | EX-12 |
| OL3072 | Career Service Hearing Officer | L-821 | EX-19 |
| CJ2493 | Carpenter | J-617 | NE-11 |
| CJ2494 | Cement Finisher | J-617 | NE-11 |
| AV1850 | Certified Public Accountant I | V-617 | NE-11 |
| AV1851 | Certified Public Accountant II | V-809 | EX-08 |
| AV1852 | Certified Public Accountant III | V-812 | EX-10 |
| AV1853 | Certified Public Accountant IV | V-814 | EX-12 |
| CE0377 | Chemist | E-814 | EX-11 |
| CJ2499 | Chief Combination Inspector | J-812 | EX-10 |
| DL1176 | Chief Deputy District Attorney | L-822 | EX-19 |
| MI2445 | Chief Information Officer | I-824 | EX-21 |
| CO2726 | Chief Medical Examiner and Coroner | O-829 | EX-26 |

| Job Code | Job Title | Current Pay Grade | Proposed Pay Grade |
|-----------------|------------------------------------|--------------------------|---------------------------|
| OL3260 | Chief Municipal Public Defender | L-824 | EX-21 |
| CA3241 | Chief Probation Officer | A-817 | EX-15 |
| CJ2706 | Chief Trades Inspector | J-810 | EX-08 |
| CC2354 | Child Support Assistant | C-613 | NE-09 |
| CA2900 | Child Support Technician I | A-614 | NE-10 |
| CA2901 | Child Support Technician II | A-615 | NE-11 |
| CA2954 | Child Support Technician Lead | A-616 | NE-12 |
| CA3239 | City Clerk Administrator | A-810 | EX-09 |
| CV2125 | City Controller | V-820 | EX-18 |
| YA2245 | City Council Aide | A-807 | EX-06 |
| YA2964 | City Council Aide Hourly | A-807 | EX-06 |
| YA2246 | City Council Aide Senior | A-810 | EX-09 |
| YA2965 | City Council Aide Senior Hourly | A-810 | EX-09 |
| CE2786 | City Engineer | E-825 | EX-21 |
| CA0732 | City Forester | A-813 | EX-12 |
| CN1856 | City Inspector I | N-616 | NE-10 |
| CN1825 | City Inspector II | N-618 | NE-11 |
| CN2026 | City Inspector III | N-620 | NE-13 |
| CN1855 | City Inspector Supervisor | N-810 | EX-08 |
| LA2774 | City Librarian | A-819 | EX-17 |
| CE0371 | City Planner Associate | E-812 | EX-09 |
| CE2836 | City Planner Associate Hourly | E-812 | EX-09 |
| CE2159 | City Planner Principal | E-816 | EX-13 |
| CE3050 | City Planner Principal Hourly | E-816 | EX-13 |
| CE0429 | City Planner Senior | E-814 | EX-11 |
| CE2636 | City Planner Senior Hourly | E-814 | EX-11 |
| CE3118 | City Planner Staff | E-810 | EX-08 |
| CE1566 | City Planner Supervisor | E-817 | EX-14 |
| CE3125 | City Planning Director | E-821 | EX-17 |
| CE3124 | City Planning Manager | E-819 | EX-15 |
| CE0381 | City Surveyor | E-819 | EX-15 |
| CL0368 | Civil-Criminal Investigator Senior | L-624 | NE-17 |
| CN3151 | Civilian Report Technician | N-619 | NE-12 |
| CA3285 | Claims Adjuster Associate | A-807 | EX-06 |
| CA1047 | Claims Adjuster Senior | A-809 | EX-08 |
| CA2153 | Claims Adjuster Staff | A-805 | EX-05 |
| CO2645 | Clinical Care Technician | O-605 | NE-05 |
| CO1598 | Clinical Nurse Educator | O-811 | EX-11 |
| CO0565 | Clinical Social Work Team Leader | O-807 | EX-07 |
| LA1278 | Collection Specialist | A-808 | EX-07 |
| CN1859 | Collections Investigator | N-618 | NE-11 |
| CJ2679 | Combination Inspector I | J-622 | NE-15 |
| CJ2682 | Combination Inspector II | J-624 | NE-16 |

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

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

| Job Code | Job Title | Current Pay Grade | Proposed Pay Grade |
|-----------------|---|--------------------------|---------------------------|
| CJ2734 | DIA Stationary Engineer | J-621 | NE-14 |
| CO2707 | Diagnostic Imaging Supervisor | O-810 | EX-10 |
| CO2680 | Diagnostic Imaging Technologist | O-619 | NE-15 |
| CA2758 | Director | A-816 | EX-14 |
| EA2759 | Director | A-816 | EX-14 |
| LA2854 | Director | A-816 | EX-14 |
| MA2772 | Director | A-816 | EX-14 |
| VA3032 | Director | A-816 | EX-14 |
| CA2767 | Director Emergency Communication Center | A-817 | EX-15 |
| CE2780 | Director Engineering and Science | E-820 | EX-16 |
| CA2764 | Director Facilities Management | A-816 | EX-14 |
| CA2761 | Director Fleet Maintenance | A-816 | EX-14 |
| CA2762 | Director Golf | A-816 | EX-14 |
| CA3037 | Director Hourly | A-816 | EX-14 |
| CA2754 | Director Natural Resources | A-815 | EX-14 |
| MA0054 | Director of the Denver Office of Economic Development | A-823 | EX-20 |
| CA2763 | Director Parks | A-816 | EX-14 |
| CA2766 | Director Purchasing | A-816 | EX-14 |
| CA2753 | Director Recreation | A-815 | EX-14 |
| CA2769 | Director Solid Waste | A-817 | EX-15 |
| CA2770 | Director Street Maintenance | A-817 | EX-15 |
| CA2773 | Director Traffic Operations | A-817 | EX-15 |
| CN2163 | Diversion and Criminal Justice Officer | N-620 | NE-13 |
| CN2164 | Diversion Officer Supervisor | N-810 | EX-08 |
| CC3143 | Document Management Technician I | C-613 | NE-09 |
| CC3144 | Document Management Technician II | C-614 | NE-10 |
| CC3145 | Document Management Technician Lead | C-615 | NE-11 |
| CC3146 | Document Management Technician Supervisor | C-618 | NE-13 |
| CA2174 | Economic Development Supervisor | A-810 | EX-09 |
| CA0843 | Education Program Assistant | A-615 | NE-11 |
| LA1293 | Education Program Assistant | A-615 | NE-11 |
| CA2260 | Elections Division Assistant | A-617 | NE-12 |
| CC2395 | Elections Support Assistant | C-613 | NE-09 |
| CC2396 | Elections Support Assistant Lead | C-614 | NE-10 |
| CJ2514 | Electrical Inspector | J-621 | NE-14 |
| CJ2515 | Electrical Maintenance Worker | J-616 | NE-10 |
| CJ2516 | Electrical Supervisor | J-810 | EX-08 |
| CJ2513 | Electrician | J-621 | NE-14 |
| CJ2511 | Electronic Systems Technician | J-621 | NE-14 |
| LJ2745 | Electronic Systems Technician | J-621 | NE-14 |
| CJ2512 | Electronics Technician Supervisor | J-810 | EX-08 |
| CA2666 | Eligibility Specialist | A-615 | NE-11 |
| CA2655 | Eligibility Technician I | A-613 | NE-09 |

| Job Code | Job Title | Current Pay Grade | Proposed Pay Grade |
|-----------------|--|--------------------------|---------------------------|
| CA2658 | Eligibility Technician II | A-614 | NE-10 |
| CA2667 | Eligibility Technician Lead | A-615 | NE-11 |
| CA0849 | Emergency Management Specialist | A-812 | EX-11 |
| CO2656 | Emergency Service Technician | O-609 | NE-07 |
| CJ3272 | Emergency Service Worker | J-613 | NE-08 |
| CE0397 | Engineer | E-814 | EX-11 |
| CE2970 | Engineer Hourly | E-814 | EX-11 |
| CE0431 | Engineer Senior | E-817 | EX-14 |
| CE0437 | Engineer Staff | E-811 | EX-08 |
| CE2783 | Engineer-Architect Director | E-822 | EX-18 |
| CE2785 | Engineer-Architect Executive | E-824 | EX-20 |
| CE2781 | Engineer-Architect Manager | E-820 | EX-16 |
| CE2782 | Engineer-Architect Manager Senior | E-821 | EX-17 |
| CE2340 | Engineer-Architect Specialist | E-818 | EX-15 |
| CE0403 | Engineer-Architect Supervisor | E-818 | EX-15 |
| CE0399 | Engineering Associate | E-620 | NE-12 |
| CE1474 | Engineering Associate Senior | E-812 | EX-09 |
| CA2518 | Entertainment Production Coordinator | A-811 | EX-10 |
| CE2894 | Environmental Administrator | E-815 | EX-12 |
| CE2895 | Environmental Administrator Senior | E-816 | EX-13 |
| CE2778 | Environmental Programs Director | E-820 | EX-16 |
| CE2266 | Environmental Public Health Analyst I | E-623 | NE-15 |
| CE2267 | Environmental Public Health Analyst II | E-814 | EX-11 |
| CE3282 | Environmental Public Health Analyst II Hourly | E-814 | EX-11 |
| CE2264 | Environmental Public Health Investigator I | E-623 | NE-15 |
| CE2265 | Environmental Public Health Investigator II | E-626 | NE-17 |
| CE2848 | Environmental Public Health Investigator III | E-628 | NE-19 |
| CE2271 | Environmental Public Health Manager | E-817 | EX-14 |
| CE2270 | Environmental Public Health Program Supervisor | E-814 | EX-11 |
| CJ1904 | Equipment Operator I | J-615 | NE-09 |
| CJ1905 | Equipment Operator II | J-616 | NE-10 |
| CJ1931 | Equipment Operator III | J-618 | NE-11 |
| CJ1996 | Equipment Operator IV | J-619 | NE-12 |
| CA2519 | Events Coordinator | A-809 | EX-08 |
| LA2963 | Events Coordinator | A-809 | EX-08 |
| CA3147 | Events Coordinator Hourly | A-809 | EX-08 |
| CC2949 | Events Facilitator | C-615 | NE-10 |
| CA1769 | Executive | A-819 | EX-17 |
| LA1770 | Executive | A-819 | EX-17 |
| MA1785 | Executive | A-819 | EX-17 |
| CA2177 | Executive Assistant I | A-615 | NE-11 |
| LA2180 | Executive Assistant I | A-615 | NE-11 |
| YA2957 | Executive Assistant I | A-615 | NE-11 |

| Job Code | Job Title | Current Pay Grade | Proposed Pay Grade |
|-----------------|--|--------------------------|---------------------------|
| CA2178 | Executive Assistant II | A-616 | NE-12 |
| LA2181 | Executive Assistant II | A-616 | NE-12 |
| CA2179 | Executive Assistant III | A-617 | NE-13 |
| LA2182 | Executive Assistant III | A-617 | NE-13 |
| MA2818 | Executive Assistant to The Mayor | A-807 | EX-06 |
| AA3237 | Executive Director | A-818 | EX-17 |
| EA3219 | Executive Director | A-818 | EX-17 |
| MA0059 | Executive Director | A-818 | EX-17 |
| YA1600 | Executive Director City Council Staff | A-816 | EX-14 |
| OA3259 | Executive Director Civil Service Commission | A-817 | EX-15 |
| OA3071 | Executive Director Office of Human Resources | A-824 | EX-21 |
| AA1763 | Executive Manager | A-817 | EX-16 |
| CA3099 | Executive Manager | A-817 | EX-16 |
| EA1766 | Executive Manager | A-817 | EX-16 |
| LA3059 | Executive Manager | A-817 | EX-16 |
| MA1784 | Executive Manager | A-817 | EX-16 |
| MA0060 | Executive Officer | A-816 | EX-15 |
| CJ2522 | Facilities Superintendent | J-814 | EX-11 |
| LJ2744 | Facilities Superintendent | J-814 | EX-11 |
| CJ2523 | Facility Maintenance Technician | J-618 | NE-11 |
| LJ2742 | Facility Maintenance Technician | J-618 | NE-11 |
| CJ1917 | Field Superintendent | J-814 | EX-11 |
| CV1826 | Financial Analyst Associate | V-810 | EX-08 |
| CV2856 | Financial Analyst Associate Hourly | V-810 | EX-08 |
| CV2032 | Financial Analyst Senior | V-812 | EX-10 |
| CV2414 | Financial Analyst Senior Hourly | V-812 | EX-10 |
| CV1920 | Financial Analyst Specialist | V-814 | EX-12 |
| CV2885 | Financial Analyst Specialist Hourly | V-814 | EX-12 |
| CV1919 | Financial Analyst Staff | V-620 | NE-14 |
| CV2912 | Financial Analyst Supervisor | V-814 | EX-12 |
| CV2793 | Financial Director | V-818 | EX-16 |
| LV2849 | Financial Director | V-818 | EX-16 |
| CV2972 | Financial Director Hourly | V-818 | EX-16 |
| CV2794 | Financial Executive | V-820 | EX-18 |
| CV2792 | Financial Manager | V-816 | EX-14 |
| LV2830 | Financial Manager | V-816 | EX-14 |
| CN1922 | Fingerprint Identification Clerk | N-612 | NE-07 |
| CN1923 | Fingerprint Technician | N-615 | NE-09 |
| CN2737 | Fingerprint Technician Lead | N-616 | NE-10 |
| CJ3034 | Fire Alarm Technician | J-621 | NE-14 |
| CE0409 | Fire Protection Engineer | E-817 | EX-14 |
| CE2902 | Fire Protection Engineer Hourly | E-817 | EX-14 |
| CE0410 | Fire Protection Supervisor | E-818 | EX-15 |

| Job Code | Job Title | Current Pay Grade | Proposed Pay Grade |
|-----------------|--|--------------------------|---------------------------|
| CJ3035 | Fire Sprinkler Technician | J-621 | NE-14 |
| CV2310 | Fiscal Administrator I | V-813 | EX-11 |
| CV2933 | Fiscal Administrator I Hourly | V-813 | EX-11 |
| CV2311 | Fiscal Administrator II | V-815 | EX-13 |
| LV2971 | Fiscal Administrator II | V-815 | EX-13 |
| CV3270 | Fiscal Administrator II Hourly | V-815 | EX-13 |
| CV2312 | Fiscal Administrator III | V-817 | EX-15 |
| CV2357 | Fiscal Operational Supervisor I | V-808 | EX-07 |
| CV2908 | Fiscal Operational Supervisor II | V-810 | EX-08 |
| RG2111 | Fitness Instructor Certified | Z-123 | CR-11 |
| CJ3081 | Fleet Collision Supervisor | J-811 | EX-09 |
| CJ3080 | Fleet Collision Technician | J-621 | NE-14 |
| CA3082 | Fleet Maintenance Manager | A-814 | EX-12 |
| CJ3286 | Fleet Parts Specialist I | J-613 | NE-08 |
| CJ3287 | Fleet Parts Specialist II | J-615 | NE-09 |
| CJ3288 | Fleet Parts Specialist III | J-617 | NE-11 |
| CA3290 | Fleet Parts Specialist Manager | A-814 | EX-12 |
| CJ3289 | Fleet Parts Specialist Supervisor | J-621 | NE-14 |
| CJ3075 | Fleet Technician I | J-617 | NE-11 |
| CJ3076 | Fleet Technician II | J-619 | NE-12 |
| CJ3077 | Fleet Technician III | J-621 | NE-14 |
| CJ3078 | Fleet Technician Lead | J-622 | NE-15 |
| CJ3079 | Fleet Technician Supervisor | J-811 | EX-09 |
| CJ2524 | Food Production Supervisor | J-617 | NE-11 |
| CJ2525 | Food Service Worker | J-608 | NE-05 |
| CE2660 | Forensic Autopsy Technician | E-619 | NE-12 |
| CE2689 | Forensic Autopsy Technician Supervisor | E-810 | EX-08 |
| CE3265 | Forensic Director | E-821 | EX-17 |
| CE2442 | Forensic Laboratory Technician | E-619 | NE-12 |
| CE3266 | Forensic Manager | E-819 | EX-15 |
| CO2721 | Forensic Pathologist | O-825 | EX-23 |
| CO2300 | Forensic Pathology Fellow | O-811 | EX-11 |
| CA2191 | Forensic Quality Assurance Specialist | A-812 | EX-11 |
| CE2194 | Forensic Scientist I | E-811 | EX-08 |
| CE0412 | Forensic Scientist II | E-814 | EX-11 |
| CE3185 | Forensic Scientist III | E-816 | EX-13 |
| CE2195 | Forensic Scientist Supervisor | E-817 | EX-14 |
| CN1811 | Forestry Inspector | N-619 | NE-12 |
| CN2206 | Forestry Inspector Senior | N-621 | NE-14 |
| CN1812 | Forestry Supervisor | N-810 | EX-08 |
| CA3068 | Fraud Claims Investigator | A-616 | NE-11 |
| CI1739 | GIS Analyst | I-807 | EX-06 |
| CI1740 | GIS Analyst Senior | I-810 | EX-09 |

| Job Code | Job Title | Current Pay Grade | Proposed Pay Grade |
|-----------------|--|--------------------------|---------------------------|
| CI0341 | GIS Data Administrator | I-814 | EX-12 |
| CI0344 | GIS Photogrammetry Administrator | I-814 | EX-12 |
| CI1738 | GIS Technician | I-615 | NE-10 |
| CJ2526 | Glazier | J-617 | NE-11 |
| CC2529 | Golf and Pro Shop Assistant | C-608 | NE-05 |
| CG2943 | Golf Cart Attendant | Z-118 | CR-05 |
| CJ2527 | Golf Course Operator | J-808 | EX-06 |
| CJ3043 | Golf Course Operator Assistant | J-616 | NE-10 |
| CJ2740 | Golf Course Superintendent | J-812 | EX-10 |
| CA2528 | Golf Professional | A-809 | EX-08 |
| CA2475 | Golf Professional Assistant | A-616 | NE-11 |
| RG2944 | Golf Sales Associate | Z-118 | CR-05 |
| CG2378 | Golf Starter and Ranger | Z-118 | CR-05 |
| CA2530 | Graphics Designer | A-807 | EX-06 |
| LA2531 | Graphics Designer | A-807 | EX-06 |
| CA2945 | Graphics Designer Hourly | A-807 | EX-06 |
| CA2532 | Graphics Supervisor | A-807 | EX-06 |
| CA2533 | Graphics Technician | A-614 | NE-10 |
| CO2643 | Health Care Technician | O-606 | NE-05 |
| CL0364 | Hearing Officer | L-821 | EX-19 |
| CL2333 | Hearing Officer Hourly | L-821 | EX-19 |
| CJ1933 | Horticultural Worker | J-614 | NE-08 |
| CA3010 | HR ADA Administrator | A-811 | EX-10 |
| CA2987 | HR Benefits Analyst | A-809 | EX-08 |
| CA2986 | HR Benefits Analyst Senior | A-811 | EX-10 |
| CA2985 | HR Benefits and Wellness Director | A-818 | EX-16 |
| CA2993 | HR Business Partner | A-809 | EX-08 |
| LA3154 | HR Business Partner | A-809 | EX-08 |
| CA2992 | HR Business Partner Senior | A-811 | EX-10 |
| CA2997 | HR Classification and Compensation Analyst Associate | A-811 | EX-10 |
| CA2996 | HR Classification and Compensation Analyst Senior | A-813 | EX-12 |
| CA3295 | HR Classification and Compensation Analyst Staff | A-807 | EX-06 |
| CA2995 | HR Classification and Compensation Director | A-818 | EX-16 |
| CA3000 | HR Data Analyst | A-811 | EX-10 |
| VA3022 | HR Data Analyst | A-811 | EX-10 |
| CA2999 | HR Data Analyst Senior | A-813 | EX-12 |
| VA3024 | HR Data Analyst Senior | A-813 | EX-12 |
| CA3038 | HR Data Analyst Senior Hourly | A-813 | EX-12 |
| CA2989 | HR Director | A-817 | EX-15 |
| LA3025 | HR Director | A-817 | EX-15 |
| CA2990 | HR Employee Relations Specialist | A-813 | EX-12 |
| LA3062 | HR Employee Relations Specialist | A-813 | EX-12 |
| CA3006 | HR Learning and Development Administrator | A-813 | EX-12 |

| Job Code | Job Title | Current Pay Grade | Proposed Pay Grade |
|-----------------|--|--------------------------|---------------------------|
| LA3027 | HR Learning and Development Administrator | A-813 | EX-12 |
| CA3008 | HR Learning and Development Analyst | A-809 | EX-08 |
| LA3028 | HR Learning and Development Analyst | A-809 | EX-08 |
| CA3007 | HR Learning and Development Analyst Senior | A-811 | EX-10 |
| CA3004 | HR Learning and Development Director | A-818 | EX-16 |
| CA3005 | HR Learning and Development Manager | A-815 | EX-13 |
| LA3208 | HR Learning and Development Manager | A-815 | EX-13 |
| CA3011 | HR Leave Administration Coordinator | A-620 | NE-14 |
| LA3029 | HR Leave Administration Coordinator | A-620 | NE-14 |
| CA3009 | HR Leave and ADA Manager | A-814 | EX-12 |
| CA2747 | HR Manager | A-815 | EX-13 |
| LA3030 | HR Manager | A-815 | EX-13 |
| VA3023 | HR Manager | A-815 | EX-13 |
| CA2955 | HR Manager Hourly | A-815 | EX-13 |
| CA2991 | HR Organizational Development Specialist | A-812 | EX-11 |
| CA0926 | HR Supervisor | A-813 | EX-12 |
| LA3026 | HR Supervisor | A-813 | EX-12 |
| VA2258 | HR Supervisor | A-813 | EX-12 |
| VA2558 | HR Supervisor | A-813 | EX-12 |
| CA2956 | HR Supervisor Hourly | A-813 | EX-12 |
| CA3013 | HR Talent Acquisition Director | A-818 | EX-16 |
| CA2218 | HR Technician I | A-615 | NE-11 |
| LA2228 | HR Technician I | A-615 | NE-11 |
| VA2897 | HR Technician I | A-615 | NE-11 |
| CA2223 | HR Technician II | A-617 | NE-12 |
| LA2417 | HR Technician II | A-617 | NE-12 |
| VA2877 | HR Technician II | A-617 | NE-12 |
| CA3021 | HR Technician Lead | A-618 | NE-13 |
| CA2998 | HR Technology and Innovation Director | A-818 | EX-16 |
| CA2650 | Human Services Advocate | A-612 | NE-08 |
| CC2538 | Human Services Hotline Operator | C-613 | NE-09 |
| CA3097 | Human Services Operations Manager | A-812 | EX-11 |
| CA3096 | Human Services Operations Supervisor | A-809 | EX-08 |
| CJ2539 | HVAC Mechanic | J-619 | NE-12 |
| LJ2743 | HVAC Mechanic | J-619 | NE-12 |
| CJ2540 | HVAC Mechanic Supervisor | J-810 | EX-08 |
| CE3256 | Infrastructure Program Manager | E-820 | EX-16 |
| CJ2542 | Institution Food Steward | J-619 | NE-12 |
| CJ2543 | Institution Food Steward Supervisor | J-622 | NE-14 |
| CV2241 | Internal Audit Supervisor | V-815 | EX-13 |
| CV3106 | Internal Audit Supervisor AO | V-815 | EX-13 |
| CV3044 | Internal Auditor Associate | V-809 | EX-08 |
| CV2240 | Internal Auditor Lead | V-813 | EX-11 |

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

| Job Code | Job Title | Current Pay Grade | Proposed Pay Grade |
|-----------------|--|--------------------------|---------------------------|
| CI2327 | IT ERP Systems Analyst Senior | I-815 | EX-13 |
| CI2790 | IT Executive | I-823 | EX-20 |
| CI2787 | IT Manager | I-817 | EX-16 |
| LI2906 | IT Manager | I-817 | EX-16 |
| CI2788 | IT Manager Senior | I-819 | EX-17 |
| LI2851 | IT Manager Senior | I-819 | EX-17 |
| CI3086 | IT Middleware Engineer Associate | I-812 | EX-10 |
| CI3087 | IT Middleware Engineer Senior | I-816 | EX-14 |
| CI2799 | IT Network Administrator I | I-622 | NE-15 |
| LI3243 | IT Network Administrator I | I-622 | NE-15 |
| CI2798 | IT Network Administrator II | I-812 | EX-10 |
| CI2797 | IT Network Engineer | I-814 | EX-12 |
| LI2921 | IT Network Engineer | I-814 | EX-12 |
| CI2423 | IT Program Manager | I-819 | EX-16 |
| CI2420 | IT Project Manager I | I-813 | EX-11 |
| LI3236 | IT Project Manager I | I-813 | EX-11 |
| CI2421 | IT Project Manager II | I-815 | EX-13 |
| LI2892 | IT Project Manager II | I-815 | EX-13 |
| CI2422 | IT Project Manager III | I-817 | EX-15 |
| CI2887 | IT Project Manager III Hourly | I-817 | EX-15 |
| CI3128 | IT Quality Assurance Analyst Associate | I-811 | EX-10 |
| CI3129 | IT Quality Assurance Analyst Senior | I-814 | EX-12 |
| CI3293 | IT Security Analyst Associate | I-812 | EX-10 |
| CI3294 | IT Security Analyst Senior | I-815 | EX-13 |
| CI1870 | IT Security Manager | I-819 | EX-17 |
| CI2796 | IT Security Specialist | I-818 | EX-16 |
| CI1448 | IT Systems Administrator Associate | I-812 | EX-10 |
| LI1570 | IT Systems Administrator Associate | I-812 | EX-10 |
| VI1571 | IT Systems Administrator Associate | I-812 | EX-10 |
| CI1450 | IT Systems Administrator Senior | I-814 | EX-12 |
| LI1572 | IT Systems Administrator Senior | I-814 | EX-12 |
| VI1573 | IT Systems Administrator Senior | I-814 | EX-12 |
| CI2811 | IT Systems Administrator Senior Hourly | I-814 | EX-12 |
| CI1449 | IT Systems Administrator Staff | I-622 | NE-15 |
| LI1568 | IT Systems Administrator Staff | I-622 | NE-15 |
| CI1718 | IT Systems Analyst Associate | I-812 | EX-10 |
| LI2213 | IT Systems Analyst Associate | I-812 | EX-10 |
| CI1719 | IT Systems Analyst Senior | I-814 | EX-12 |
| LI2373 | IT Systems Analyst Senior | I-814 | EX-12 |
| CI2637 | IT Systems Analyst Senior Hourly | I-814 | EX-12 |
| CI1717 | IT Systems Analyst Staff | I-808 | EX-07 |
| CI2214 | IT Systems Architect | I-817 | EX-15 |
| LI3244 | IT Systems Architect | I-817 | EX-15 |

| Job Code | Job Title | Current Pay Grade | Proposed Pay Grade |
|-----------------|---|--------------------------|---------------------------|
| CI1667 | IT Technical Writer | I-811 | EX-10 |
| CI1658 | IT Technician I | I-614 | NE-09 |
| LI1670 | IT Technician I | I-614 | NE-09 |
| CI1659 | IT Technician II | I-617 | NE-12 |
| LI1673 | IT Technician II | I-617 | NE-12 |
| CI2247 | IT Technician III | I-619 | NE-13 |
| CI2456 | IT Technician Lead | I-620 | NE-14 |
| CI1661 | IT Technician Supervisor | I-812 | EX-10 |
| LI1711 | IT Technician Supervisor | I-812 | EX-10 |
| CI3085 | IT Web Administrator Associate | I-811 | EX-10 |
| CI0349 | IT Web Administrator Senior | I-813 | EX-11 |
| CI3221 | IT Web UI-UX Designer Associate | I-809 | EX-08 |
| CI3222 | IT Web UI-UX Designer Senior | I-813 | EX-11 |
| CC2315 | Judicial Assistant I | C-614 | NE-10 |
| CC2316 | Judicial Assistant II | C-616 | NE-11 |
| CC2317 | Judicial Assistant III | C-618 | NE-13 |
| CL2318 | Judicial Assistant IV | L-620 | NE-14 |
| CO2669 | Laboratory Technician Senior | O-613 | NE-10 |
| CE0415 | Land Surveyor | E-813 | EX-10 |
| CE2175 | Land Surveyor Staff | E-811 | EX-08 |
| CE2176 | Land Surveyor Supervisor | E-815 | EX-12 |
| CE0433 | Landscape Architect Senior | E-814 | EX-11 |
| CE0417 | Landscape Architect Supervisor | E-816 | EX-13 |
| CN2289 | Landside Service Agent I | N-612 | NE-07 |
| CN1942 | Landside Service Agent II | N-616 | NE-10 |
| CN1944 | Landside Service Supervisor | N-808 | EX-06 |
| CJ2545 | Laundry Supervisor | J-609 | NE-06 |
| CJ2546 | Laundry Worker | J-608 | NE-05 |
| CL2889 | Law Clerk | L-813 | EX-12 |
| CN3111 | Law Enforcement Records Technician | N-617 | NE-11 |
| CN3112 | Law Enforcement Records Technician Lead | N-619 | NE-12 |
| CL3192 | Legal Administrator I | L-811 | EX-10 |
| CL3193 | Legal Administrator II | L-813 | EX-12 |
| CL3194 | Legal Administrator III | L-814 | EX-13 |
| CL0365 | Legal Research Investigative Assistant | L-624 | NE-17 |
| CC0271 | Legal Secretary | C-618 | NE-13 |
| YA2457 | Legislative Policy Analyst | A-812 | EX-11 |
| YA3101 | Legislative Policy Analyst Senior | A-814 | EX-12 |
| LA1280 | Librarian | A-807 | EX-06 |
| LA1276 | Librarian Catalog | A-807 | EX-06 |
| LA2450 | Librarian Catalog Hourly | A-807 | EX-06 |
| LA1312 | Librarian Catalog Senior | A-809 | EX-08 |
| LA2451 | Librarian Hourly | A-807 | EX-06 |

| Job Code | Job Title | Current Pay Grade | Proposed Pay Grade |
|-----------------|--|--------------------------|---------------------------|
| LA1310 | Librarian Senior | A-809 | EX-08 |
| LA1315 | Librarian Special Collection | A-808 | EX-07 |
| LA2452 | Librarian Special Collection Hourly | A-808 | EX-07 |
| LA1316 | Librarian Special Collection Senior | A-809 | EX-08 |
| LG2888 | Library Aide | Z-118 | CR-05 |
| LC1240 | Library Bibliographic Technician | C-610 | NE-06 |
| LA1277 | Library Cataloging Assistant | A-612 | NE-08 |
| LA2765 | Library Director | A-816 | EX-14 |
| LA2749 | Library Manager | A-814 | EX-12 |
| LA1305 | Library Outreach Specialist | A-808 | EX-07 |
| LA2397 | Library Program Associate | A-615 | NE-11 |
| CO2662 | Licensed Practical Nurse | O-611 | NE-08 |
| CC2353 | Licensing Technician I | C-615 | NE-10 |
| CC3056 | Licensing Technician II | C-616 | NE-11 |
| RG2401 | Lifeguard | Z-118 | CR-05 |
| CJ2551 | Locksmith | J-616 | NE-10 |
| CA2554 | Maintenance Control Supervisor | A-808 | EX-07 |
| CA2555 | Maintenance Control Technician | A-615 | NE-11 |
| CA2556 | Maintenance Liaison | A-615 | NE-11 |
| CA3115 | Maintenance Planner | A-808 | EX-07 |
| CJ2552 | Maintenance Technician | J-615 | NE-09 |
| CO3110 | Mammography Technologist Lead | O-622 | NE-17 |
| CA2252 | Management Analyst Associate | A-809 | EX-08 |
| LA2400 | Management Analyst Associate | A-809 | EX-08 |
| CA2412 | Management Analyst Associate Hourly | A-809 | EX-08 |
| FA2137 | Management Analyst OIM | A-811 | EX-10 |
| CA2253 | Management Analyst Senior | A-811 | EX-10 |
| LA2876 | Management Analyst Senior | A-811 | EX-10 |
| MA2284 | Management Analyst Senior | A-811 | EX-10 |
| CA3031 | Management Analyst Senior Hourly | A-811 | EX-10 |
| CA2254 | Management Analyst Specialist | A-813 | EX-12 |
| FA2814 | Management Analyst Specialist | A-813 | EX-12 |
| CA2251 | Management Analyst Staff | A-805 | EX-05 |
| CA3292 | Management Analyst Staff Hourly | A-805 | EX-05 |
| CA2255 | Management Analyst Supervisor | A-813 | EX-12 |
| CA2750 | Manager | A-814 | EX-13 |
| EA2771 | Manager | A-814 | EX-13 |
| LA3113 | Manager | A-814 | EX-13 |
| MA2751 | Manager | A-814 | EX-13 |
| CE2777 | Manager Engineering and Science | E-818 | EX-15 |
| CA2841 | Marketing and Communications Associate | A-810 | EX-09 |
| LA2846 | Marketing and Communications Associate | A-810 | EX-09 |
| YA3196 | Marketing and Communications Associate | A-810 | EX-09 |

| Job Code | Job Title | Current Pay Grade | Proposed Pay Grade |
|-----------------|--|--------------------------|---------------------------|
| CA2843 | Marketing and Communications Associate Hourly | A-810 | EX-09 |
| CA3053 | Marketing and Communications Director | A-817 | EX-15 |
| EA3240 | Marketing and Communications Director | A-817 | EX-15 |
| LA3229 | Marketing and Communications Director | A-817 | EX-15 |
| CA2839 | Marketing and Communications Manager | A-815 | EX-13 |
| LA2844 | Marketing and Communications Manager | A-815 | EX-13 |
| CA2840 | Marketing and Communications Specialist | A-813 | EX-12 |
| LA2845 | Marketing and Communications Specialist | A-813 | EX-12 |
| MA2939 | Marketing and Communications Specialist | A-813 | EX-12 |
| CA2907 | Marketing and Communications Specialist Hourly | A-813 | EX-12 |
| LA2967 | Marketing and Communications Specialist Hourly | A-813 | EX-12 |
| CA2842 | Marketing and Communications Staff | A-805 | EX-05 |
| LA2847 | Marketing and Communications Staff | A-805 | EX-05 |
| YA3042 | Marketing and Communications Staff | A-805 | EX-05 |
| CJ2559 | Master Trades Worker | J-622 | NE-14 |
| CE2408 | Materials Laboratory Administrator | E-817 | EX-14 |
| CE0418 | Materials Tester | E-619 | NE-12 |
| CJ2561 | Mechanical Inspector | J-621 | NE-14 |
| CO2715 | Medical Imaging Manager | O-813 | EX-12 |
| CO2647 | Medical Office Assistant | O-607 | NE-06 |
| CA2362 | Medical Only Claims Adjuster | A-614 | NE-10 |
| CO0584 | Medical Technologist | O-808 | EX-08 |
| CO0583 | Medical Technologist Section Supervisor | O-810 | EX-10 |
| CO0585 | Medical Technologist Unit Supervisor | O-809 | EX-09 |
| CC0275 | Medical Transcriptionist | C-612 | NE-08 |
| CJ3036 | Millwright | J-621 | NE-14 |
| CA0909 | Modified Duty Coordinator | A-614 | NE-10 |
| FA2134 | Monitor OIM | A-818 | EX-16 |
| OA3269 | Monitor OIM | A-818 | EX-16 |
| CC2351 | Motor Vehicle Supervisor | C-618 | NE-13 |
| CC2349 | Motor Vehicle Technician I | C-614 | NE-10 |
| CC2350 | Motor Vehicle Technician II | C-615 | NE-11 |
| CC2738 | Motor Vehicle Technician III | C-616 | NE-12 |
| CJ2562 | Multiple Trades Supervisor | J-810 | EX-08 |
| CN2566 | National Crime Information Center Agent (NCIC) | N-615 | NE-09 |
| CN2890 | National Crime Information Center Agent Lead | N-616 | NE-10 |
| CO2684 | Nuclear Medicine Technologist | O-622 | NE-17 |
| CO0595 | Nursing Program Manager | O-812 | EX-11 |
| CO0618 | Occupational Therapist Senior | O-809 | EX-09 |
| CA3015 | Onboarding Supervisor | A-813 | EX-12 |
| CA3003 | Online Designer | A-810 | EX-09 |
| CA3002 | Online Designer Senior | A-812 | EX-11 |
| CA2313 | Operational Supervisor I | A-808 | EX-07 |

| Job Code | Job Title | Current Pay Grade | Proposed Pay Grade |
|-----------------|---|--------------------------|---------------------------|
| LA3117 | Operational Supervisor I | A-808 | EX-07 |
| CA2824 | Operational Supervisor I Hourly | A-808 | EX-07 |
| CA2314 | Operational Supervisor II | A-810 | EX-09 |
| LA2629 | Operational Supervisor II | A-810 | EX-09 |
| CA0653 | Operations Assistant | A-613 | NE-09 |
| LA2383 | Operations Assistant | A-613 | NE-09 |
| VA2411 | Operations Assistant | A-613 | NE-09 |
| CJ1982 | Operations Supervisor | J-812 | EX-10 |
| LJ2306 | Operations Supervisor | J-812 | EX-10 |
| CA2668 | Outreach Case Coordinator | A-615 | NE-11 |
| LA3094 | Outreach Case Coordinator | A-615 | NE-11 |
| CA3139 | Outreach Trainer | A-621 | NE-15 |
| CJ2567 | Painter | J-616 | NE-10 |
| CL2140 | Paralegal I | L-618 | NE-13 |
| CL0367 | Paralegal II | L-620 | NE-14 |
| CL0366 | Paralegal III | L-623 | NE-17 |
| CO2675 | Paramedic | O-620 | NE-15 |
| CO2791 | Paramedic Assistant Chief | O-815 | EX-14 |
| CO2716 | Paramedic Chief | O-817 | EX-16 |
| CN2568 | Paramedic Dispatch Supervisor | N-623 | NE-15 |
| CN2569 | Paramedic Dispatcher | N-620 | NE-13 |
| CO2698 | Paramedic Field Supervisor | O-811 | EX-11 |
| CO2704 | Paramedic Fleet Supervisor | O-812 | EX-11 |
| CO2705 | Paramedic Operations Supervisor | O-812 | EX-11 |
| CJ1983 | Park Horticulturist | J-615 | NE-09 |
| CN2570 | Park Ranger | N-615 | NE-09 |
| CN2550 | Park Ranger Senior | N-618 | NE-11 |
| CN2872 | Park Ranger Supervisor | N-810 | EX-08 |
| CG2113 | Park Seasonal Laborer | Z-118 | CR-05 |
| CN1984 | Parking and Speeding Enforcement Supervisor | N-808 | EX-06 |
| CJ1985 | Parking Meter Collector | J-612 | NE-07 |
| CJ3105 | Parking Meter Technician | J-616 | NE-10 |
| CE0372 | Parks Landscape Planner Associate | E-811 | EX-08 |
| CE0438 | Parks Landscape Planner Staff | E-620 | NE-12 |
| CJ3148 | Parks Natural Resources Technician I | J-618 | NE-11 |
| CJ3149 | Parks Natural Resources Technician II | J-620 | NE-13 |
| CV2367 | Payroll Associate | V-617 | NE-11 |
| LV2388 | Payroll Associate | V-617 | NE-11 |
| CV2365 | Payroll Associate Lead | V-810 | EX-09 |
| CV2366 | Payroll Associate Senior | V-809 | EX-08 |
| CV2363 | Payroll Supervisor | V-813 | EX-11 |
| CA3209 | Payroll Systems Administrator | A-814 | EX-12 |
| CA3163 | Peer Navigator | A-615 | NE-11 |

| Job Code | Job Title | Current Pay Grade | Proposed Pay Grade |
|-----------------|--|--------------------------|---------------------------|
| CE3045 | Permit Review Technician I | E-618 | NE-11 |
| CE3046 | Permit Review Technician II | E-620 | NE-12 |
| CE3047 | Permit Review Technician Lead | E-621 | NE-13 |
| CE1597 | Permit Supervisor | E-808 | EX-06 |
| CV3173 | Personal Property Appraiser I | V-614 | NE-09 |
| CV3174 | Personal Property Appraiser II | V-616 | NE-11 |
| CV3175 | Personal Property Appraiser III | V-618 | NE-12 |
| CV3176 | Personal Property Appraiser Supervisor | V-811 | EX-09 |
| CO0600 | Pharmacist | O-816 | EX-15 |
| CN2259 | Photo Enforcement Agent I | N-615 | NE-09 |
| CN3263 | Photo Enforcement Agent II | N-617 | NE-11 |
| CO0619 | Physical Therapist Senior | O-812 | EX-11 |
| CO2723 | Physician Senior | O-825 | EX-23 |
| CO2727 | Physician Technical Senior | O-827 | EX-24 |
| CE0424 | Plans Review Engineer | E-817 | EX-14 |
| CE2873 | Plans Review Engineer Hourly | E-817 | EX-14 |
| CE3048 | Plans Review Specialist I | E-623 | NE-15 |
| BE3055 | Plans Review Specialist II | E-625 | NE-16 |
| CE3049 | Plans Review Specialist II | E-625 | NE-16 |
| CE2229 | Plans Review Supervisor | E-813 | EX-10 |
| CJ2571 | Plumber | J-620 | NE-13 |
| CJ2572 | Plumbing Inspector | J-621 | NE-14 |
| CJ2573 | Plumbing Supervisor | J-810 | EX-08 |
| CC2741 | Pool Coordinator | C-607 | NE-05 |
| CJ2578 | Pool Maintenance Technician | J-616 | NE-10 |
| CN3187 | Pretrial Services Officer I | N-617 | NE-11 |
| CN3188 | Pretrial Services Officer II | N-620 | NE-13 |
| CN3189 | Pretrial Services Officer III | N-621 | NE-14 |
| CN3190 | Pretrial Services Officer IV | N-623 | NE-15 |
| CN3191 | Pretrial Services Supervisor | N-812 | EX-10 |
| CA2966 | Prevailing Wage Analyst | A-808 | EX-07 |
| CA3060 | Prevailing Wage Analyst Lead | A-809 | EX-08 |
| CA3220 | Prevailing Wage Technician | A-616 | NE-11 |
| CE2784 | Principal Project Manager | E-822 | EX-18 |
| CN2054 | Probation Officer I | N-617 | NE-11 |
| CN1829 | Probation Officer II | N-620 | NE-13 |
| CN2034 | Probation Officer III | N-623 | NE-15 |
| CN1997 | Probation Officer Supervisor | N-812 | EX-10 |
| CA0938 | Program Administrator | A-808 | EX-07 |
| LA1716 | Program Administrator | A-808 | EX-07 |
| YA1716 | Program Administrator | A-808 | EX-07 |
| CA2628 | Program Administrator Hourly | A-808 | EX-07 |
| LA2976 | Program Administrator Hourly | A-808 | EX-07 |

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

| Job Code | Job Title | Current Pay Grade | Proposed Pay Grade |
|-----------------|---|--------------------------|---------------------------|
| CA3018 | Recruiter Associate | A-807 | EX-06 |
| CA3016 | Recruiter Senior | A-811 | EX-10 |
| CA3014 | Recruiting Manager | A-815 | EX-13 |
| CO0614 | Registered Nurse | O-808 | EX-08 |
| CO0558 | Registered Nurse Advanced | O-809 | EX-09 |
| CO0620 | Registered Nurse Senior | O-810 | EX-10 |
| CA0969 | Research Supervisor | A-813 | EX-12 |
| CA3250 | Revenue Development Partner Associate | A-809 | EX-08 |
| CA3253 | Revenue Development Partner Manager | A-815 | EX-13 |
| CA3251 | Revenue Development Partner Senior | A-811 | EX-10 |
| CA3252 | Revenue Development Partner Specialist | A-813 | EX-12 |
| CN2089 | Right of Way Enforcement Agent I | N-615 | NE-09 |
| CN2393 | Right of Way Enforcement Agent II | N-617 | NE-11 |
| CN3273 | Right of Way Inspector I | N-616 | NE-10 |
| CN3274 | Right of Way Inspector II | N-618 | NE-11 |
| CN3275 | Right of Way Inspector III | N-620 | NE-13 |
| CN3276 | Right of Way Inspector Supervisor | N-810 | EX-08 |
| CA0974 | Safety and Industrial Hygiene Administrator | A-812 | EX-11 |
| CA0973 | Safety and Industrial Hygiene Professional I | A-619 | NE-14 |
| CA0997 | Safety and Industrial Hygiene Professional II | A-810 | EX-09 |
| CA2215 | Safety and Industrial Hygiene Supervisor | A-813 | EX-12 |
| LN1926 | Security Officer | N-609 | NE-05 |
| CN3195 | Security Operations Center Technician | N-616 | NE-10 |
| CN2341 | Security Specialist | N-613 | NE-08 |
| CN3152 | Security Specialist Supervisor | N-618 | NE-11 |
| CN2018 | Security Supervisor | N-614 | NE-09 |
| LN2019 | Security Supervisor | N-614 | NE-09 |
| CL3264 | Self-Represented Litigants Administrator | L-807 | EX-06 |
| CC2853 | Senior Aviation Security Agent | C-616 | NE-11 |
| DL1184 | Senior Chief Deputy District Attorney | L-823 | EX-20 |
| CO2664 | Senior Clinical Care Associate | O-610 | NE-08 |
| DL1183 | Senior Deputy District Attorney | L-820 | EX-18 |
| FL3268 | Senior Deputy Monitor OIM | L-817 | EX-15 |
| CE2409 | Senior Project Inspector | E-812 | EX-09 |
| CO2712 | Shelter Veterinarian | O-814 | EX-13 |
| CA2686 | Social Case Worker | A-807 | EX-06 |
| CA2904 | Social Case Worker Hourly | A-807 | EX-06 |
| CA2694 | Social Case Worker Lead | A-809 | EX-08 |
| CA2690 | Social Case Worker Senior | A-808 | EX-07 |
| LA2935 | Social Case Worker Senior | A-808 | EX-07 |
| CA2657 | Social Case Worker Staff | A-614 | NE-10 |
| CA2700 | Social Case Worker Supervisor | A-811 | EX-10 |
| LA2973 | Social Case Worker Supervisor | A-811 | EX-10 |

| Job Code | Job Title | Current Pay Grade | Proposed Pay Grade |
|-----------------|----------------------------------|--------------------------|---------------------------|
| CA2590 | Special Events Coordinator | A-811 | EX-10 |
| LA2591 | Special Events Coordinator | A-811 | EX-10 |
| CO0627 | Speech Therapist | O-810 | EX-10 |
| CO0623 | Speech Therapist Senior | O-811 | EX-11 |
| RG2120 | Sports Official Certified | Z-123 | CR-11 |
| RG2121 | Sports Official Non-Certified | Z-118 | CR-05 |
| CJ2597 | Stable Master | J-615 | NE-09 |
| CA1002 | Staff Assistant | A-617 | NE-12 |
| FA2332 | Staff Assistant | A-617 | NE-12 |
| LA1317 | Staff Assistant | A-617 | NE-12 |
| YA1151 | Staff Assistant | A-617 | NE-12 |
| CE2795 | Staff Project Inspector | E-621 | NE-13 |
| CA1010 | Statistical Researcher Associate | A-809 | EX-08 |
| FA2896 | Statistical Researcher Associate | A-809 | EX-08 |
| CA1009 | Statistical Researcher Senior | A-811 | EX-10 |
| FA2927 | Statistical Researcher Senior | A-811 | EX-10 |
| CJ2598 | Stockkeeper I | J-609 | NE-05 |
| EJ2599 | Stockkeeper I | J-609 | NE-05 |
| LJ2600 | Stockkeeper I | J-609 | NE-05 |
| CJ2602 | Stockkeeper II | J-614 | NE-08 |
| CJ2605 | Stockkeeper III | J-616 | NE-10 |
| CJ2603 | Stockroom Manager | J-810 | EX-08 |
| CJ2604 | Stockroom Supervisor | J-620 | NE-13 |
| LJ2631 | Stockroom Supervisor | J-620 | NE-13 |
| CA1609 | Strategic Advisor | A-816 | EX-14 |
| LA1611 | Strategic Advisor | A-816 | EX-14 |
| MA2399 | Strategic Advisor | A-816 | EX-14 |
| CA3233 | Strategic Advisor Hourly | A-816 | EX-14 |
| CJ3216 | Surplus Warehouse Technician | J-616 | NE-10 |
| CE1777 | Surveying Technician I | E-618 | NE-11 |
| CE1778 | Surveying Technician II | E-620 | NE-12 |
| CE1779 | Surveying Technician III | E-622 | NE-14 |
| CV2237 | Tax Audit Supervisor | V-815 | EX-13 |
| CV2236 | Tax Auditor Lead | V-813 | EX-11 |
| CV2235 | Tax Auditor Senior | V-812 | EX-10 |
| CV2234 | Tax Auditor Staff | V-807 | EX-06 |
| CV2129 | Tax Compliance Agent I | V-617 | NE-11 |
| CV2130 | Tax Compliance Agent II | V-619 | NE-13 |
| CV3161 | Tax Compliance Specialist | V-621 | NE-14 |
| CV2132 | Tax Compliance Supervisor | V-810 | EX-08 |
| CV2355 | Tax Technician I | V-614 | NE-09 |
| CV2356 | Tax Technician II | V-616 | NE-11 |
| CV3160 | Tax Technician Specialist | V-618 | NE-12 |

| Job Code | Job Title | Current Pay Grade | Proposed Pay Grade |
|-----------------|--|--------------------------|---------------------------|
| CV3162 | Tax Technician Supervisor | V-810 | EX-08 |
| CA2831 | Team Decision Making Facilitator | A-807 | EX-06 |
| CA2832 | Team Decision Making Facilitator Lead | A-808 | EX-07 |
| BA1124 | Technical Director Board of Adjustment-Zoning | A-808 | EX-07 |
| CA2615 | Television and Video Director-Editor | A-812 | EX-11 |
| CA2616 | Television and Video Director-Editor Hourly | A-812 | EX-11 |
| CA2617 | Television and Video Producer | A-812 | EX-11 |
| CA2588 | Television and Video Producer Senior | A-814 | EX-12 |
| CA2948 | Television and Video Producer Senior Hourly | A-814 | EX-12 |
| RG2624 | Television and Video Production Support Technician | Z-122 | CR-10 |
| CI2335 | Television Engineer | I-811 | EX-10 |
| CI2903 | Television Engineer Hourly | I-811 | EX-10 |
| CA2606 | Television Programmer | A-811 | EX-10 |
| CA2804 | Terminal Operations Officer | A-624 | NE-17 |
| CA2807 | Terminal Operations Supervisor | A-812 | EX-11 |
| LA2898 | Therapist Licensed Masters Level | A-807 | EX-06 |
| CA2702 | Therapist Supervisor | A-810 | EX-09 |
| CJ2960 | Tractor Trailer Operator | J-618 | NE-11 |
| CJ2607 | Trades Apprentice | J-613 | NE-08 |
| CJ2677 | Trades Inspector | J-621 | NE-14 |
| CJ2863 | Traffic Operations Technician I | J-615 | NE-09 |
| CJ2864 | Traffic Operations Technician II | J-617 | NE-11 |
| CJ3166 | Traffic Signal Inspector | J-621 | NE-14 |
| CJ2608 | Traffic Signal Technician I | J-616 | NE-10 |
| CJ2609 | Traffic Signal Technician II | J-618 | NE-11 |
| CJ2610 | Traffic Signal Technician III | J-620 | NE-13 |
| CJ2611 | Traffic Signal Technician Supervisor | J-810 | EX-08 |
| CJ3165 | Traffic Signs and Markings Inspector | J-618 | NE-11 |
| CC0304 | Transcriptionist Senior | C-617 | NE-12 |
| CN2081 | Underground Utility Investigator | N-614 | NE-08 |
| CN2082 | Underground Utility Investigator Supervisor | N-618 | NE-11 |
| CO1599 | Unit Charge Nurse | O-810 | EX-10 |
| CE0440 | Urban Design Architect | E-814 | EX-11 |
| RG2347 | Usher I | Z-118 | CR-05 |
| RG3066 | Usher II | Z-119 | CR-06 |
| RG3067 | Usher Lead | Z-121 | CR-08 |
| CJ2083 | Utility Worker I | J-612 | NE-07 |
| LJ2085 | Utility Worker I | J-612 | NE-07 |
| CJ2041 | Utility Worker II | J-614 | NE-08 |
| LJ2042 | Utility Worker II | J-614 | NE-08 |
| CA2459 | Utilization Management Specialist | A-807 | EX-06 |
| CA2460 | Utilization Management Specialist Lead | A-808 | EX-07 |
| CN2088 | Vehicle Boot Investigator | N-618 | NE-11 |

| Job Code | Job Title | Current Pay Grade | Proposed Pay Grade |
|----------|--|-------------------|--------------------|
| CN2620 | Vehicle Impound Clerk | N-612 | NE-07 |
| CO3183 | Veterinary Fellow | O-611 | NE-08 |
| CO2649 | Veterinary Technician | O-610 | NE-08 |
| CA1033 | Victim Advocate | A-617 | NE-12 |
| CA2671 | Victim Specialist | A-616 | NE-11 |
| CV2361 | Wastewater Data Technician | V-612 | NE-08 |
| CE1680 | Wastewater Quality Control Manager | E-817 | EX-14 |
| CE1712 | Wastewater Quality Control Supervisor | E-811 | EX-08 |
| CE2432 | Wastewater Quality Technician | E-618 | NE-11 |
| CN2097 | Wastewater Systems Data Investigator | N-617 | NE-11 |
| CJ2068 | Wastewater Video Inspector I | J-614 | NE-08 |
| CJ2038 | Wastewater Video Inspector II | J-616 | NE-10 |
| CJ2073 | Wastewater Video Inspector III | J-620 | NE-13 |
| CN2098 | Water Quality Investigator | N-619 | NE-12 |
| CJ2735 | Welder | J-618 | NE-11 |
| CA2988 | Wellness Program Administrator | A-809 | EX-08 |
| CA1046 | Work Release Technician | A-616 | NE-11 |
| CA3210 | Workday Analyst Associate | A-809 | EX-08 |
| CA3211 | Workday Analyst Senior | A-812 | EX-11 |
| CA3212 | Workday Analyst Specialist | A-814 | EX-12 |
| CA1048 | Workers Compensation Claims Supervisor | A-812 | EX-11 |
| CO2404 | Workers Compensation Registered Nurse | O-810 | EX-10 |
| CA1723 | Workforce Development Advisor Senior | A-808 | EX-07 |
| TA1585 | Youth Assistant | A-403 | CR-FLR |
| CA2670 | Youth Counselor | A-617 | NE-12 |
| CA2880 | Youth Counselor Lead | A-618 | NE-13 |
| CA2696 | Youth Counselor Supervisor | A-809 | EX-08 |
| CA3142 | Youth Operative Associate | A-607 | NE-05 |
| CE3284 | Zoning Inspection Specialist | E-623 | NE-15 |
| CA2102 | Zoo Area Supervisor | A-807 | EX-06 |
| CO2672 | Zoo Veterinary Technician | O-613 | NE-10 |
| CA2105 | Zookeeper | A-613 | NE-09 |
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**Correction: Should be EX-20 for the Deputy Director of Aviation and EX-06 for GIS Analyst.
 Should be I-819 for the IT Security Manager and I-818 for IT Security Specialist.*