

**BY AUTHORITY**

ORDINANCE NO. \_\_\_\_\_  
SERIES OF 2024

COUNCIL BILL NO. CB24-1090  
COMMITTEE OF REFERENCE:  
Finance & Governance

**A BILL**

**For an ordinance amending the classification and pay plan for employees in the Career Service and for certain employees not in the Career Service.**

**WHEREAS**, pursuant to section 9.1.1 (C) and (D) of the Charter and Article I of Chapter 18, D.R.M.C., the Office of Human Resources has recommended to the City Council an amendment to the classification and pay plan governing the compensation of employees in the career service and certain employees not in the career service;

**NOW, THEREFORE, BE IT ENACTED BY THE COUNCIL OF THE CITY AND COUNTY OF DENVER:**

**Section 1.** That effective **beginning January 1, 2025**, the classification and pay plan is hereby amended by adjusting the following pay tables:

**Proposed Pay Tables**

**Non-Exempt**

Compensation Grade	Minimum	Top of Q1	Midpoint	Top of Q3	Maximum
NE-07	18.81	21.16	23.51	25.87	28.22
NE-08	19.59	22.04	24.49	26.94	29.39
NE-09	20.76	23.36	25.95	28.55	31.14
NE-10	22.01	24.76	27.51	30.27	33.02
NE-11	23.33	26.25	29.16	32.08	35.00
NE-12	24.71	27.80	30.89	33.98	37.07
NE-13	26.21	29.49	32.76	36.04	39.32
NE-14	27.24	30.99	34.73	38.48	42.22
NE-15	28.87	32.84	36.81	40.78	44.75
NE-16	30.60	34.81	39.01	43.22	47.43
NE-17	32.44	36.90	41.36	45.82	50.28
NE-18	34.39	39.12	43.84	48.57	53.30
NE-19	36.45	41.46	46.47	51.49	56.50
NE-20	38.64	43.95	49.26	54.58	59.89
NE-21	40.95	46.58	52.21	57.84	63.47
NE-22	43.41	49.38	55.35	61.32	67.28

**Exempt**

Compensation Grade	Minimum	Top of Q1	Midpoint	Top of Q3	Maximum
EX-07	58,656.00	68,188.00	77,719.00	87,251.00	96,782.00
EX-08	62,186.00	72,292.00	82,397.00	92,502.00	102,607.00
EX-09	67,161.00	78,075.00	88,988.00	99,902.00	110,816.00

Compensation Grade	Minimum	Top of Q1	Midpoint	Top of Q3	Maximum
EX-10	72,534.00	84,321.00	96,108.00	107,895.00	119,681.00
EX-11	78,337.00	91,067.00	103,797.00	116,527.00	129,256.00
EX-12	84,604.00	98,352.00	112,100.00	125,849.00	139,597.00
EX-13	91,373.00	106,221.00	121,069.00	135,918.00	150,766.00
EX-14	98,682.00	114,718.00	130,754.00	146,790.00	162,826.00
EX-15	106,577.00	123,896.00	141,214.00	158,533.00	175,852.00
EX-16	112,972.00	132,742.00	152,512.00	172,282.00	192,052.00
EX-17	122,009.00	143,361.00	164,712.00	186,064.00	207,415.00
EX-18	131,770.00	154,830.00	177,890.00	200,950.00	224,009.00
EX-19	142,312.00	167,217.00	192,121.00	217,026.00	241,931.00
EX-20	153,696.00	180,593.00	207,490.00	234,387.00	261,283.00
EX-21	165,993.00	195,042.00	224,090.00	253,139.00	282,188.00
EX-22	179,271.00	210,644.00	242,016.00	273,388.00	304,760.00
EX-23	193,613.00	227,495.00	261,377.00	295,260.00	329,142.00
EX-24	209,102.00	245,695.00	282,288.00	318,881.00	355,473.00
EX-25	225,831.00	265,352.00	304,872.00	344,393.00	383,913.00
EX-26	243,897.00	286,579.00	329,261.00	371,943.00	414,625.00
EX-27	263,408.00	309,505.00	355,601.00	401,698.00	447,794.00
EX-28	284,481.00	334,265.00	384,049.00	433,833.00	483,617.00

**Community Rate**

Compensation Grade	Minimum	Top of Q1	Midpoint	Top of Q3	Maximum
CR-FLR	18.81	18.81	18.81	18.81	18.81
CR-07	18.81	20.55	22.29	24.03	25.77
CR-08	19.07	20.84	22.60	24.37	26.13
CR-09	20.03	21.88	23.73	25.59	27.44
CR-10	21.03	22.98	24.92	26.87	28.81
CR-11	22.08	24.13	26.17	28.21	30.25
CR-12	23.18	25.33	27.47	29.62	31.76
CR-13	24.34	26.59	28.84	31.10	33.35

**Intern**

Compensation Grade	Minimum	Top of Q1	Midpoint	Top of Q3	Maximum
A-412	18.81	19.42	20.03	20.65	21.26
A-413	19.75	20.40	21.04	21.68	22.32
A-414	20.92	21.60	22.28	22.96	23.64

**Section 2.** That effective **beginning January 1, 2025**, the classification and pay plan is hereby amended by abolishing the following pay grades:

**PAY GRADE ABOLISHMENT**

EX-06

**Section 3.** That effective **beginning January 1, 2025**, the classification and pay plan is hereby amended by changing the pay grade of the following classifications:

Job Profile Name	Current Pay Grade	Proposed Pay Grade 2025
Accountant Staff	EX-06	EX-07
Budget Analyst Staff	EX-06	EX-07
Buyer Staff	EX-06	EX-07
Claims Adjuster Associate	EX-07	EX-08
Claims Adjuster Senior	EX-08	EX-09
Claims Adjuster Staff	EX-06	EX-07
Compliance Certification Officer Staff	EX-06	EX-07
Executive Assistant to the Mayor	EX-06	EX-07
Financial Analyst Staff	EX-06	EX-07
Golf Course Assistant Superintendent	EX-06	EX-07
Golf Professional 1st Assistant	EX-06	EX-07
Graphics Designer	EX-06	EX-07
HR Classification and Compensation Analyst Staff	EX-06	EX-07
Internal Auditor Staff	EX-06	EX-07
Librarian	EX-06	EX-07
Librarian Catalog	EX-06	EX-07
Librarian Special Collection	EX-07	EX-08
Librarian Special Collection Senior	EX-08	EX-09
Management Analyst Staff	EX-06	EX-07
Marketing and Communications Staff	EX-06	EX-07
Parking and Speeding Enforcement Supervisor	EX-06	EX-07
Permit Supervisor	EX-06	EX-07
Real Property Appraiser Senior	EX-08	EX-09
Real Property Appraiser Associate	EX-07	EX-08
Real Property Appraiser Specialist	EX-09	EX-10
Real Property Appraiser Staff	EX-06	EX-07
Tax Auditor Staff	EX-06	EX-07

1 COMMITTEE APPROVAL DATE: August 27, 2024 by Consent  
2 MAYOR-COUNCIL DATE: September 5, 2024 by Consent  
3 PASSED BY THE COUNCIL September 16, 2024 \_\_\_\_\_.  
4 *Amursh P. Sandoval* - PRESIDENT  
5 APPROVED: *Michael C. Johnston* - MAYOR Sep 19, 2024  
Michael C. Johnston (Sep 19, 2024 13:57 MDT)  
6 ATTEST: \_\_\_\_\_ - CLERK AND RECORDER,  
7 EX-OFFICIO CLERK OF THE  
8 CITY AND COUNTY OF DENVER  
9  
10 NOTICE PUBLISHED IN THE DAILY JOURNAL \_\_\_\_\_  
11 PREPARED BY: Olive Merino, Office of Human Resources DATE: September 5, 2024  
12 REVIEWED BY: Emily Anderson, Assistant City Attorney DATE: September 5, 2024  
13 Pursuant to section 13-9, D.R.M.C., this proposed ordinance has been reviewed by the office of  
14 the City Attorney. We find no irregularity as to form and have no legal objection to the proposed  
15 ordinance. The proposed ordinance **is not** submitted to the City Council for approval pursuant to §  
16 3.2.6 of the Charter.  
17  
18 Kerry C. Tipper, City Attorney for the City and County of Denver  
19  
20 BY: *Anshul Bagga*, Assistant City Attorney DATE: Sep 5, 2024