

ORDINANCE/RESOLUTION REQUEST

Please email requests to the Mayor's Legislative Team

at MileHighOrdinance@DenverGov.org by **11:00am on Monday**. Contact the Mayor's Legislative team with questions

Date of Request: April 16, 2026

Please mark one: Bill Request or Resolution Request

Please mark one: The request directly impacts developments, projects, contracts, resolutions, or bills that involve property and impact within .5 miles of the South Platte River from Denver's northern to southern boundary? (Check map [HERE](#))

Yes No

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 Office of Human Resources' Classification Notice #1892 amending the Classification and Pay Plan by changing the classification title of Solid Waste Collection Operator to Waste Services Operator I, and creating a new classification of Waste Services Operator II, citywide.

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: Alena Duran | Name: Alena Duran |
| Email: alena.duran@denvergov.org | Email: alena.duran@denvergov.org |

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

The proposed change amends the Classification and Pay Plan by changing the classification title of Solid Waste Collection Operator to Waste Services Operator I, and creating a new classification of Waste Services Operator II.

6. **City Attorney assigned to this request (if applicable):**

7. **City Council District:** Citywide

8. ****For all contracts, fill out and submit accompanying Key Contract Terms worksheet****

To be completed by Mayor's Legislative Team:

Resolution/Bill Number: _____

Date Entered: _____

Classification Notice No. 1892

To: Agency Heads and Employees
From: Kathy Nesbitt, Executive Director of the Office of Human Resources
Date: April 3, 2026
Subject: Proposed Change to the Classification and Pay Plan

The proposed change amends the Classification and Pay Plan by changing the classification title of Solid Waste Collection Operator to Waste Services Operator I, and creating a new classification of Waste Services Operator II.

The Solid Waste Division of The Department of Transportation and Infrastructure requested a classification review to ensure alignment with division operations while meeting the career growth needs of employees. It is proposed to change the title of the Solid Waste Collection Operator to Waste Services Operator I. It is also requested to create a new classification called Waste Services Operator II, this would be adding an additional level to the Solid Waste Collection Operator. The differentiation between the two is based on the complexity/type of equipment that is driven. It is recommended to set the pay grade and range of the Waste Services Operator II at NE-13, one pay grade above the Waste Services Operator I (NE-12).

TITLE CHANGE

| <u>Current Classification Title</u> | <u>Proposed Classification Title</u> | <u>Current Pay Grade & Range</u> |
|-------------------------------------|--------------------------------------|--------------------------------------|
| Solid Waste Collection Operator | Waste Services Operator I | NE-12 (\$25.30-\$31.63-\$37.96) |

NEW CLASSIFICATION

| <u>Job Code</u> | <u>Proposed Classification Title</u> | <u>Proposed Pay Grade & Range</u> |
|-----------------|--------------------------------------|---------------------------------------|
| CJ3596 | Waste Services Operator II | NE-13 (\$26.84-\$33.55-\$40.27) |

Public Notice of Changes

The scheduled time for the public hearing is **Thursday, April 16, 2026, at 9:00 AM** in the Webb Municipal Building, Career Service Hearings Office on the 1st floor, located at 201 West Colfax Avenue, Denver, CO 80202.

If anyone wishes to submit written comments to the Board on this proposal, please submit them by no later than **noon (12:00 p.m.) on Monday, April 13, 2026:**

Sheilla Thomas, Executive Assistant III
Office of Human Resources
(720) 337-6181
sheilla.thomas@denvergov.org

If anyone wishes to be heard by the Board on this proposal, please submit your name and phone number by no later than **noon (12:00 p.m.) on Monday, April 13, 2026** to sheilla.thomas@denvergov.org

To be completed by Mayor's Legislative Team:

Resolution/Bill Number: _____

Date Entered: _____

If you have any questions about this proposal, please submit them in writing to sheilla.thomas@denvergov.org by **noon (12 p.m.) on Wednesday, April 15, 2026**. Please include a contact name and phone number so that we may respond to your question directly.

Career Service Rule 7-37 Effective Dates, Section A: If it is determined that changes to the classification and pay plan are necessary, the effective date of any resulting changes to the classification and 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 and 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.

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Date Entered: _____