

## ORDINANCE/RESOLUTION REQUEST

Please email requests to the Mayor's Legislative Team

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

Please mark one: ☒ Bill Request or ☐ Resolution Request Date of Request: **August 21, 2025**

**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 #1871 amending the Classification and Pay Plan with the annual market analysis pay table adjustments by adjusting the city's pay tables and pay ranges, 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: 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 change amends the classification and pay plan with the annual market analysis pay table adjustments by adjusting the city's pay tables and ranges.

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

**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. 1871**

**To:** Agency Heads and Employees  
**From:** Kathy Nesbitt, Executive Director of the Office of Human Resources  
**Date:** August 8, 2025  
**Subject:** Proposed Change to the Classification and Pay Plan

**The proposed change amends the classification and pay plan with the annual market analysis pay table adjustments by adjusting the city's pay tables and ranges.**

As required by Sec. 18-5 of the Denver Revised Municipal Code (DRMC), the annual market analysis pay table adjustments ensure that the city's pay tables and ranges are competitive with market rates. The Office of Human Resources (OHR) proposes a 2.4% percentage adjustment to the city's pay tables for classifications within this study's scope. These recommendations include the City and County of Denver minimum wage ordinance requirements as announced on August 7, 2025, with a new minimum wage of \$19.29 per hour. Therefore, OHR is proposing changes to the classification and pay plan to align with these requirements, which includes pay range adjustments and ensuring employee pay rates are no less than the range minimum, effective on January 1, 2026.

**CURRENT 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

**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

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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
CR-14	25.55	27.92	30.28	32.64	35.00
CR-15	26.83	29.31	31.79	34.28	36.76
CR-16	28.17	30.78	33.38	35.99	38.59

### 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

### Exempt

Compensation Grade	Minimum	Top of Q1	Midpoint	Top of Q3	Maximum
EX-07	58,656	68,188	77,719	87,251	96,782
EX-08	62,186	72,292	82,397	92,502	102,607
EX-09	67,161	78,075	88,988	99,902	110,816
EX-10	72,534	84,321	96,108	107,895	119,681
EX-11	78,337	91,067	103,797	116,527	129,256
EX-12	84,604	98,352	112,100	125,849	139,597
EX-13	91,373	106,221	121,069	135,918	150,766
EX-14	98,682	114,718	130,754	146,790	162,826
EX-15	106,577	123,896	141,214	158,533	175,852
EX-16	112,972	132,742	152,512	172,282	192,052
EX-17	122,009	143,361	164,712	186,064	207,415
EX-18	131,770	154,830	177,890	200,950	224,009
EX-19	142,312	167,217	192,121	217,026	241,931
EX-20	153,696	180,593	207,490	234,387	261,283
EX-21	165,993	195,042	224,090	253,139	282,188
EX-22	179,271	210,644	242,016	273,388	304,760
EX-23	193,613	227,495	261,377	295,260	329,142
EX-24	209,102	245,695	282,288	318,881	355,473
EX-25	225,831	265,352	304,872	344,393	383,913
EX-26	243,897	286,579	329,261	371,943	414,625
EX-27	263,408	309,505	355,601	401,698	447,794
EX-28	284,481	334,265	384,049	433,833	483,617

## PROPOSED PAY TABLES

### Non-Exempt

*To be completed by Mayor's Legislative Team:*

Resolution/Bill Number: \_\_\_\_\_

Date Entered: \_\_\_\_\_

Compensation Grade	Minimum	Top of Q1	Midpoint	Top of Q3	Maximum
NE-07	19.29	21.70	24.11	26.53	28.94
NE-08	20.06	22.57	25.08	27.59	30.10
NE-09	21.26	23.92	26.57	29.23	31.89
NE-10	22.53	25.35	28.17	30.99	33.80
NE-11	23.89	26.88	29.86	32.85	35.84
NE-12	25.30	28.47	31.63	34.80	37.96
NE-13	26.84	30.20	33.55	36.91	40.27
NE-14	27.89	31.73	35.56	39.40	43.23
NE-15	29.56	33.63	37.69	41.76	45.82
NE-16	31.33	35.64	39.95	44.26	48.56
NE-17	33.22	37.79	42.35	46.92	51.49
NE-18	35.21	40.05	44.89	49.73	54.57
NE-19	37.32	42.46	47.59	52.72	57.85
NE-20	39.56	45.00	50.44	55.88	61.32
NE-21	41.93	47.70	53.46	59.23	64.99
NE-22	44.46	50.57	56.68	62.80	68.91

### Community Rate

Compensation Grade	Minimum	Top of Q1	Midpoint	Top of Q3	Maximum
CR-FLR	19.29	19.29	19.29	19.29	19.29
CR-07	19.29	21.08	22.86	24.65	26.43
CR-08	19.53	21.34	23.14	24.95	26.76
CR-09	20.51	22.41	24.30	26.20	28.10
CR-10	21.54	23.53	25.52	27.52	29.51
CR-11	22.62	24.71	26.80	28.90	30.99
CR-12	23.74	25.94	28.13	30.33	32.53
CR-13	24.92	27.23	29.53	31.84	34.14
CR-14	26.17	28.59	31.01	33.43	35.85
CR-15	27.47	30.01	32.55	35.10	37.64
CR-16	28.85	31.52	34.18	36.85	39.52

### Intern

Compensation Grade	Minimum	Top of Q1	Midpoint	Top of Q3	Maximum
A-412	19.29	19.92	20.55	21.18	21.80
A-413	20.22	20.88	21.54	22.20	22.85
A-414	21.42	22.12	22.81	23.51	24.21

### Exempt

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Compensation Grade	Minimum	TopofQ1	Midpoint	TopofQ3	Maximum
EX-07	60,064	69,824	79,584	89,345	99,105
EX-08	63,679	74,027	84,375	94,723	105,070
EX-09	68,773	79,949	91,124	102,300	113,476
EX-10	74,276	86,346	98,415	110,485	122,555
EX-11	80,217	93,253	106,288	119,323	132,358
EX-12	86,634	100,712	114,790	128,869	142,947
EX-13	93,566	108,771	123,975	139,180	154,384
EX-14	101,050	117,471	133,892	150,313	166,733
EX-15	109,134	126,869	144,603	162,337	180,071
EX-16	115,683	135,928	156,172	176,417	196,661
EX-17	124,937	146,801	168,665	190,529	212,393
EX-18	134,933	158,546	182,159	205,773	229,386
EX-19	145,727	171,230	196,732	222,235	247,737
EX-20	157,385	184,928	212,470	240,012	267,554
EX-21	169,976	199,722	229,468	259,214	288,959
EX-22	183,574	215,699	247,824	279,950	312,075
EX-23	198,259	232,955	267,650	302,345	337,040
EX-24	214,121	251,592	289,063	326,534	364,005
EX-25	231,251	271,720	312,189	352,658	393,127
EX-26	249,750	293,457	337,163	380,869	424,575
EX-27	269,729	316,932	364,135	411,338	458,540
EX-28	291,308	342,287	393,266	444,245	495,223

### **Public Notice of Changes**

The scheduled time for the public hearing is **Thursday, August 21, 2025, at 9:00 AM** in the Webb Municipal Building, Career Service Hearings Office on the 1<sup>st</sup> 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, August 18, 2025:**

Lori Smith, Executive Office Administrator  
Office of Human Resources  
(720) 337-6185  
lori.smith@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, August 18, 2025** to [lori.smith@denvergov.org](mailto:lori.smith@denvergov.org)

If you have any questions about this proposal, please submit them in writing to [lori.smith@denvergov.org](mailto:lori.smith@denvergov.org) by **noon (12 p.m.) on Wednesday, August 20, 2025**. Please include a contact name and phone number so that we may respond to your question directly.

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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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