

BILL/ RESOLUTION REQUEST

1. Title: Approves classification notice #1376 amending the Classification and Pay Plan by revising Short Range Schedule A and Community Rate Schedule B and changing the pay range of Recreational Facility Assistant, Recreation Aide, Park Seasonal Laborer and Usher.

2. Requesting Agency: Career Service Authority

3. Contact Person *with actual knowledge of proposed ordinance*

Name:Heather Britton

Phone:720-913-5699

Email:heather.britton@denvergov.org

4. Contact Person *with actual knowledge of proposed ordinance who will present the item at Mayor Council and who will be available for first and second reading, if necessary*

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Phone:720-913-5699

Email:heather.britton@denvergov.org

5. Describe the proposed ordinance, including what the proposed ordinance is intended to accomplish, who's involved

a. Scope of Work

1. Classification Notice #1376 – The proposed change amends the Classification and Pay Plan by revising the Short Range Schedule A and Community Rate Schedule B. We are also changing the pay range of Recreation Facility Assistant, Recreation Aide, Park Seasonal Laborer, and Usher.

Classification Notice #1376 – CSA is revising the Short Range Schedule A and Community Rate Schedule B. The State of Colorado approved an increase of the state's minimum wage for 2013 from \$7.64 per hour to \$7.78 per hour. In order to comply with this change, a review of the Classification and Pay Plan indicated two classifications that will fall below the new minimum wage on January 1, 2013. These classifications are Recreation Aide and Usher. In order to comply with the new minimum wage rate, the pay grades in the Short Range Schedule A and Community Rate Schedule B will be revised. Other impacted classes are the Recreation Facility Assistant and Park Seasonal Laborer who's ranges will also change. We are changing the pay ranges of Recreation Aide from \$7.74 - \$8.67 to \$7.78 - \$8.71; Usher from \$7.78 - \$13.91 to \$7.78 - \$13.93; Recreation Facility Assistant from \$9.42 - \$10.55 to \$9.47 - \$10.61; and Park Seasonal Laborer from \$10.93 - \$12.24 to \$10.99 - \$12.31.

s226 impacted employees will receive a \$0.04 per hour increase to their pay, 165 will receive a \$0.05 per hour increase, and 67 employees will receive a \$0.06 per hour increase

. Since these are on-call employees, it is difficult to determine annual impact for employees since their schedules vary. Based on the assigned work hours for the impacted employees, it would cost an additional \$31,259.80 annually; however, we know the actual cost will vary since they are all on-call employees whose schedule can fluctuate throughout the year based on department needs and work availability. All other employee pay will move pay to pay within the new ranges. There is no budget impact form because these increases are required by the State of Colorado.

b. Duration

n/a

c. Location

n/a

d. Affected Council District

n/a

e. Benefits

n/a

f. Costs

n/a

6. Is there any controversy surrounding this ordinance, groups or individuals who may have concerns about it? Please explain.

No.

Bill Request Number: BR13-0070

Date: 1/28/2013