

ORDINANCE/RESOLUTION REQUEST

Please email requests to the Mayor's Legislative Team

at MileHighOrdinance@DenverGov.org by **9 a.m. Friday**. Contact the Mayor's Legislative team with questions

Please mark one: ☒ Bill Request or ☐ Resolution Request

Date of Request: **July 9, 2026**

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 Classification Notices #1881, #1882, #1883, #1884, #1885, #1886, #1887, #1888, #1890, #1893, #1894, #1895, #1896, #1898

3. Requesting Agency: Office of Human Resources

4. Contact Person:

Contact person with knowledge of proposed ordinance/resolution (e.g., subject matter expert)	Contact person for council members or mayor-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:

Per the adopted process change for streamlining implementation of small impact classification changes to the classification and pay plan (DRMC, CSR April 20, 2018), the Office of Human Resources is required to submit a bill resolution to City Council with a report of any classification changes provisionally approved by the OHR Executive Director twice per year.

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: _____

To: Denver City Council

From: Kathy Nesbitt, OHR Executive Director
Marisa Pacheco, Classification and Compensation Director

CC: Career Service Board - **NO ACTION REQUIRED - FYI ONLY**

Date: July 9, 2026

Subject: Changes to the Classification & Pay Plan **Not** Requiring Career Service Board Hearing Pursuant to DRMC 18-42 and CSR 7-20

Per the adopted process change for streamlining implementation of small impact classification changes to the classification and pay plan (DRMC, CSR April 20, 2018), the Office of Human Resources is required to submit a bill resolution to City Council with a report of any classification changes provisionally approved by the OHR Executive Director twice per year.

Attached please find the classification notices for the small impact changes provisionally approved by the OHR Executive Director for the period of January 1, 2026, through June 30, 2026.

For this timeframe, there are 14 small impact classification changes provisionally approved by the OHR Executive Director for submission to City Council for approval:

- Classification Notice 1881 – Parking and Speed Citation Technician
- Classification Notice 1882 – IT Data Engineer Series
- Classification Notice 1883 – IT Network Engineer Series
- Classification Notice 1884 – Deputy City Librarian
- Classification Notice 1885 – Behavioral Health Co-Responder Clinician Series
- Classification Notice 1886 – Landside Operation Service Agents
- Classification Notice 1887 – Airport Security Operations Classification Study
- Classification Notice 1888 – Airport Safety Simulator Trainer
- Classification Notice 1890 – Baggage Handling Systems Engineer
- Classification Notice 1893 – Recreation Coordinator
- Classification Notice 1894 – Real Time Crime Center Technicians
- Classification Notice 1895 – 911 Non-Emergency Communication Supervisor
- Classification Notice 1896 – Maintenance Control Technician and Supervisor
- Classification Notice 1898 – Maintenance Coordinator

The next submission will be in January 2027 for small-impact changes provisionally approved by the OHR Executive Director for the period of July 1, 2026, through December 31, 2026.

To be completed by Mayor's Legislative Team:

Resolution/Bill Number: _____

Date Entered: _____

POSTING IS REQUIRED

Classification Notice No. 1881

To: Agency Heads and Employees
From: Kathy Nesbitt, Executive Director of the Office of Human Resources
Date: March 13, 2026
Subject: Proposed Change to the Classification and Pay Plan

The proposed change amends the Classification and Pay Plan by creating a new classification of Parking and Speed Citation Technician and abolishing County Court Parking Magistrate.

The Right of Way Enforcement (ROWE) division of Department of Transportation and Infrastructure (DOTI) is requesting a new classification called Parking and Speed Citation Technician. This position reviews, evaluates, and investigates parking and speeding citations including reviewing complaints, researching violations utilizing city software programs, and making determinations of validity of citations in accordance with city ordinances and policies. These will be new positions for DOTI in 2026 that will replace the County Court Parking Magistrate program that was eliminated in 2025. Additionally, this new classification will provide career growth opportunities to existing employees. It is recommended to set the pay grade at NE-12 which establishes internal equity with other comparable classifications in DOTI. OHR is also recommending to abolish the County Court Parking Magistrate.

NEW CLASSIFICATION

<u>Job Code</u>	<u>Classification Title</u>	<u>Proposed Pay Grade & Range</u>
CC3584	Parking and Speed Citation Technician	NE-12 (\$25.30-\$31.63-\$37.96)

ABOLISHMENT

<u>Job Code</u>	<u>Classification Title</u>	<u>Proposed Pay Grade & Range</u>
CL1868	County Court Parking Magistrate	NE-14 (\$27.89-\$35.56-\$43.23)

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 Hearing: Yes ☐ No ☒ in accordance with Career Service Rule 7-21

Please submit any questions or comments on this proposal in writing to compensation@denvergov.org by 8:00 AM on **Thursday, March 26, 2026**. Please include a contact name and phone number so that we may respond directly.

To be completed by Mayor’s Legislative Team:

Resolution/Bill Number: _____

Date Entered: _____

POSTING IS REQUIRED

Classification Notice No. 1882

To: Agency Heads and Employees
From: Kathy Nesbitt, Executive Director of the Office of Human Resources
Date: February 13, 2026
Subject: Proposed Change to the Classification and Pay Plan

The proposed change amends the Classification and Pay Plan by creating new classifications of IT Data Engineer Staff, Associate, Senior and Specialist.

Technology Services has requested that the Office of Human Resources create a new IT classification series to capture information technology service data engineering duties and responsibilities to meet ongoing operational needs which is part of a reorganization within Technology Services. Using a combination of market data and internal pay relationships, it is proposed to create four new classifications, the IT Data Engineer Staff, Associate, Senior, and Specialist, at pay grades EX-10, EX-12, EX-14, and EX-16 respectively.

NEW CLASSIFICATIONS

<u>Job Code</u>	<u>Classification Title</u>	<u>Proposed Pay Grade & Range</u>
CI3561	IT Data Engineer Staff	EX-10 (\$74,276-\$98,415-\$122,555)
CI3562	IT Data Engineer Associate	EX-12 (\$86,634-\$114,790-\$142,947)
CI3563	IT Data Engineer Senior	EX-14 (\$101,050-\$133,892-\$166,733)
CI3564	IT Data Engineer Specialist	EX-16 (\$115,683-\$156,172-\$196,661)

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 Hearing: Yes ☐ No ☒ in accordance with Career Service Rule 7-21

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To be completed by Mayor’s Legislative Team:

Resolution/Bill Number: _____

Date Entered: _____

POSTING IS REQUIRED

Classification Notice No. 1883

To: Agency Heads and Employees
From: Kathy Nesbitt, Executive Director of the Office of Human Resources
Date: February 13, 2026
Subject: Proposed Change to the Classification and Pay Plan

The proposed change amends the Classification and Pay Plan by creating new classifications of IT Network Engineer Staff, Associate, Senior and Specialist.

Technology Services has requested that the Office of Human Resources create a new IT classification series to capture information technology service network engineering duties and responsibilities to meet ongoing operational needs which is part of a reorganization within Technology Services. Using a combination of market data and internal pay relationships, it is proposed to create four new classifications, the IT Network Engineer Staff, Associate, Senior, and Specialist, at pay grades EX-09, EX-11, EX-13, and EX-15 respectively.

NEW CLASSIFICATIONS

<u>Job Code</u>	<u>Classification Title</u>	<u>Proposed Pay Grade & Range</u>
CI3565	IT Network Engineer Staff	EX-09 (\$68,773-\$91,124-\$113,476)
CI3566	IT Network Engineer Associate	EX-11 (\$80,217-\$106,288-\$132,358)
CI3567	IT Network Engineer Senior	EX-13 (\$93,566-\$123,975-\$154,384)
CI3568	IT Network Engineer Specialist	EX-15 (\$109,134-\$144,603-\$180,071)

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 Hearing: Yes ☐ No ☒ in accordance with Career Service Rule 7-21

Please submit any questions or comments on this proposal in writing to compensation@denvergov.org by 8:00 AM on **Thursday, February 26, 2026**. Please include a contact name and phone number so that we may respond directly.

To be completed by Mayor’s Legislative Team:

Resolution/Bill Number: _____

Date Entered: _____

POSTING IS REQUIRED

Classification Notice No. 1884

To: Agency Heads and Employees
From: Kathy Nesbitt, Executive Director of the Office of Human Resources
Date: February 13, 2026
Subject: Proposed Change to the Classification and Pay Plan

The proposed change amends the Classification and Pay Plan by creating a new classification of Deputy City Librarian.

The Denver Public Library has requested the Office of Human Resources to create a new deputy level classification to act as second in command in providing strategic leadership over all library operations and public services. The Denver Public Library has a City Librarian as the appointing authority over the organization and uses Executive level classifications to oversee financial, information technology, marketing, and human resources. Since library operations and public services represent the bulk or 80% of the organization, it is necessary to create a deputy level classification as a step above the Executive level classification in overseeing the majority of the library. The City Librarian is compensated at the EX-20 pay grade, it is proposed that the Deputy City Librarian be compensated at the EX-19 pay grade, and the Executive level classification is compensated at the EX-18 pay grade.

NEW CLASSIFICATION

<u>Job Code</u>	<u>Classification Title</u>	<u>Proposed Pay Grade & Range</u>
LQ3583	Deputy City Librarian	EX-19 (\$145,727-\$196,732-\$247,737)

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 Hearing: Yes ☐ No ☒ in accordance with Career Service Rule 7-21

Please submit any questions or comments on this proposal in writing to compensation@denvergov.org by 8:00 AM on **Thursday, February 26, 2026**. Please include a contact name and phone number so that we may respond directly.

To be completed by Mayor’s Legislative Team:

Resolution/Bill Number: _____

Date Entered: _____

POSTING IS REQUIRED

Classification Notice No. 1885

To: Agency Heads and Employees
From: Kathy Nesbitt, Executive Director of the Office of Human Resources
Date: February 20, 2026
Subject: Proposed Change to the Classification and Pay Plan

The proposed change amends the Classification and Pay Plan by creating new classifications of Behavioral Health Co-Responder Clinician Unlicensed, Behavioral Health Co-Responder Clinician Licensed and Behavioral Health Co-Responder Clinician Supervisor.

The Denver Department of Public Health and Environment's Community and Behavioral Health Division has requested that the Office of Human Resources create a new Behavioral Health Co-Responder Clinician classification series. This new classification series will provide progressive levels of intensive professional mental health crisis intervention and management alongside Public Safety and 9-1-1 personnel. Based on market data, it is proposed to create three new classifications, Behavioral Health Co-Responder Clinician-Unlicensed, Behavioral Health Co-Responder Clinician-Licensed, and Behavioral Health Co-Responder Clinician- Supervisor, at pay grades NE-17, NE-18, and EX-10 respectively.

NEW CLASSIFICATIONS

<u>Job Code</u>	<u>Classification Title</u>	<u>Proposed Pay Grade & Range</u>
CS3582	Behavioral Health Co-Responder Clinician Unlicensed	NE-17 (\$33.22-\$42.35-\$51.49)
CS3581	Behavioral Health Co-Responder Clinician Licensed	NE-18 (\$35.21-\$44.89-\$54.57)
CS3587	Behavioral Health Co-Responder Clinician Supervisor	EX-10 (\$74,276-\$98,415-\$122,555)

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 Hearing: Yes ☐ No ☒ in accordance with Career Service Rule 7-21

Please submit any questions or comments on this proposal in writing to compensation@denvergov.org by 8:00 AM on **Thursday, March 5, 2026**. Please include a contact name and phone number so that we may respond directly.

To be completed by Mayor's Legislative Team:

Resolution/Bill Number: _____

Date Entered: _____

POSTING IS REQUIRED

Classification Notice No. 1886

To: Agency Heads and Employees
From: Kathy Nesbitt, Executive Director of the Office of Human Resources
Date: February 13, 2026
Subject: Proposed Change to the Classification and Pay Plan

The proposed change amends the Classification and Pay Plan by creating new classifications of Landside Operation Service Agent and Landside Operation Service Supervisor.

Denver International Airport has requested that the Office of Human Resources create two new classifications that better align Landside Operations responsible for oversight of Lost and Found and the Employee Parking Offices and will replace the current classifications. The Landside Operation Service Agent classification will have oversight of the Lost and Found and Employee Parking Offices, with a focus on customer service and operational needs of those two offices, billing, receipting, and shipping. The Landside Operation Service Supervisor will oversee and be responsible for the operations of the Lost and Found and Employee Parking Office and supervises the Landside Operation Service Agents. The proposed pay grades are NE-11 for the Landside Operation Service Agent classification and NE-14 for the Landside Operation Service Supervisor classification; both recommended pay grades are based on internal equity to other DEN classifications.

NEW CLASSIFICATIONS

<u>Job Code</u>	<u>Classification Title</u>	<u>Proposed Pay Grade & Range</u>
CC3585	Landside Operation Service Agent	NE-11 (\$23.89-\$29.86-\$35.84)
CC3586	Landside Operation Service Supervisor	NE-14 (\$27.89-\$35.56-\$43.23)

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 Hearing: Yes ☐ No ☒ in accordance with Career Service Rule 7-21

Please submit any questions or comments on this proposal in writing to compensation@denvergov.org by 8:00 AM on **Thursday, February 26, 2026**. Please include a contact name and phone number so that we may respond directly.

To be completed by Mayor’s Legislative Team:

Resolution/Bill Number: _____

Date Entered: _____

POSTING IS REQUIRED

Classification Notice No. 1887

To: Agency Heads and Employees
From: Kathy Nesbitt, Executive Director of the Office of Human Resources
Date: February 27, 2026
Subject: Proposed Change to the Classification and Pay Plan

The proposed change amends the Classification and Pay Plan by creating new classifications of Airport Security Operations Administrator, Airport Security Operations Associate and Airport Business Operations Associate.

Denver International Airport has requested that the Office of Human Resources create three new classifications to be added to the Airport Operations division that will better align the duties and responsibilities of the classifications and replace the generic classifications (Business Operations Administrator and Administrator II) currently utilized that do not accurately reflect the duties at Denver International Airport.

The first is the **Airport Security Operations Administrator** is unique to Denver International Airport performing professional work to procure, evaluate proposals, select bidder, administer the security contracts performance and monitors for compliance for Denver International Airport.

The second is the **Airport Security Operations Associate** performs full performance administrative support work planning and overseeing Airport Operations programs and functions at DEN that serves as a liaison to facilitate communication between various sections and divisions at the airport while serving as a technical advisor.

The third is the **Airport Business Operations Associate** performs full performance professional work maintain operational and/or administrative programs within Airport Operations including budgets and other functions, acting as a liaison, and serving as a technical advisor to support the core goals and objectives of Airport Operations.

The proposed pay grades will be NE-16 for the Airport Security Operations Associate and the Airport Business Operations Associate and pay grade EX-12 for the Airport Security Operations Administrator which are based on internal equity to other DEN classifications.

NEW CLASSIFICATIONS

<u>Job Code</u>	<u>Classification Title</u>	<u>Proposed Pay Grade & Range</u>
CX3588	Airport Security Operations Administrator	EX-12 (\$86,634-\$114,790-\$142,947)
CX3589	Airport Security Operations Associate	NE-16 (\$31.33-\$39.95-\$48.56)
CX3590	Airport Business Operations Associate	NE-16 (\$31.33-\$39.95-\$48.56)

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 Hearing: Yes ☐ No ☒ in accordance with Career Service Rule 7-21

Please submit any questions or comments on this proposal in writing to compensation@denvergov.org by 8:00 AM on **Thursday, March 12, 2026**. Please include a contact name and phone number so that we may respond directly.

To be completed by Mayor’s Legislative Team:

Resolution/Bill Number: _____

Date Entered: _____

POSTING IS REQUIRED

Classification Notice No. 1888

To: Agency Heads and Employees
From: Kathy Nesbitt, Executive Director of the Office of Human Resources
Date: February 20, 2026
Subject: Proposed Change to the Classification and Pay Plan

The proposed change amends the Classification and Pay Plan by creating a new classification of Airport Safety Simulator Trainer.

Denver International Airport has requested that the Office of Human Resources create a new classification for the Airport Safety Trainer division. The airport is implementing a simulator training program this year, and this new specialized classification, Airport Safety Simulator Trainer, will perform duties focused on coordinating the implementation of the simulator training program, ongoing support, and maintaining the simulator program at Denver International Airport. The proposed pay grade is based on an internal pay relationship to other training classifications.

NEW CLASSIFICATION

<u>Job Code</u>	<u>Classification Title</u>	<u>Proposed Pay Grade & Range</u>
CA3591	Airport Safety Simulator Trainer	NE-19 (\$37.32-\$47.59-\$57.85)

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 Hearing: Yes ☐ No ☒ in accordance with Career Service Rule 7-21

Please submit any questions or comments on this proposal in writing to compensation@denvergov.org by 8:00 AM on **Thursday, March 5, 2026**. Please include a contact name and phone number so that we may respond directly.

To be completed by Mayor’s Legislative Team:

Resolution/Bill Number: _____

Date Entered: _____

POSTING IS REQUIRED

Classification Notice No. 1890

To: Agency Heads and Employees
From: Kathy Nesbitt, Executive Director of the Office of Human Resources
Date: March 13, 2026
Subject: Proposed Change to the Classification and Pay Plan

The proposed change amends the Classification and Pay Plan by creating a new classification of Baggage Handling Systems Engineer.

Denver International Airport has requested that OHR create a new classification, Baggage Handling Systems Engineer that will perform specialized, advanced engineering work related to the operation, maintenance, optimizations, and engineering support of complex Baggage Handling Systems (BHS) at Denver International Airport. It is proposed that this classification paygrade will be EX-16 and this paygrade recommendation is based on market data.

NEW CLASSIFICATION

<u>Job Code</u>	<u>Classification Title</u>	<u>Proposed Pay Grade & Range</u>
CE3595	Baggage Handling Systems Engineer	EX-16 (\$115,683-\$156,172-\$196,661)

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 Hearing: Yes ☐ No ☒ in accordance with Career Service Rule 7-21

Please submit any questions or comments on this proposal in writing to compensation@denvergov.org by 8:00 AM on **Thursday, March 26, 2026**. Please include a contact name and phone number so that we may respond directly.

To be completed by Mayor’s Legislative Team:

Resolution/Bill Number: _____

Date Entered: _____

POSTING IS REQUIRED

Classification Notice No. 1893

To: Agency Heads and Employees
From: Kathy Nesbitt, Executive Director of the Office of Human Resources
Date: April 17, 2026
Subject: Proposed Change to the Classification and Pay Plan

The proposed change amends the Classification and Pay Plan by creating a new classification of Recreation Coordinator.

The Department of Parks and Recreation (DPR) has requested a new classification to streamline and capture duties from the two existing classifications of Recreation Program Coordinator (NE-12) and Recreation Center Coordinator (NE-12) responsibilities. Employees often fluctuate between Programs and Centers, based on seasonality and the agency's needs for staffing. This new classification outlines the duties and responsibilities within DPR and maintains the existing pay grade and market pricing from the currently divided classifications. This consolidated classification ultimately prevents the need for terminating and rehiring employees to simply move them between Centers and Programs. The new Recreation Coordinator will remain aligned to DPR's other current Coordinator classification's pay grades at NE-12.

NEW CLASSIFICATION

<u>Job Code</u>	<u>Classification Title</u>	<u>Proposed Pay Grade & Range</u>
CR3599	Recreation Coordinator	NE-12 (\$25.30-\$31.63-\$37.96)

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 Hearing: Yes ☐ No ☒ in accordance with Career Service Rule 7-21

Please submit any questions or comments on this proposal in writing to compensation@denvergov.org by 8:00 AM on **Thursday, April 30, 2026**. Please include a contact name and phone number so that we may respond directly.

To be completed by Mayor's Legislative Team:

Resolution/Bill Number: _____

Date Entered: _____

POSTING IS REQUIRED

Classification Notice No. 1894

To: Agency Heads and Employees
From: Kathy Nesbitt, Executive Director of the Office of Human Resources
Date: April 24, 2026
Subject: Proposed Change to the Classification and Pay Plan

The proposed change amends the Classification and Pay Plan by changing the pay grades of the Real Time Crime Center Technician, and Real Time Crime Center Technician Lead.

The Department of Safety requested a review of the current pay grades for the Real Time Crime Center Technicians, which they feel has a kinship with the 911 Emergency Communications Technician classifications. Both classification series are on the frontline for public safety responding to public emergencies and crime prevention, which have fallen out of alignment with each other over the years regarding pay grade leveling.

It is recommended that the Real Time Crime Center Technician be adjusted from the NE-11 to the NE-12 pay grade and the Real Time Crime Center Technician Lead be adjusted from the NE-12 to the NE-13 pay grade. These pay grade adjustments will update the pay relationship between the Real Time Crime Center Technician and the 911 Emergency Communications Technician series.

PAY GRADE CHANGES

<u>Classification Title</u>	<u>Current Pay Grade & Range</u>	<u>Proposed Pay Grade & Range</u>
Real Time Crime Center Technician	NE-11 (\$23.89-\$29.86-\$35.84)	NE-12 (\$25.30-\$31.63-\$37.96)
Real Time Crime Center Technician Lead	NE-12 (\$25.30-\$31.63-\$37.96)	NE-13 (\$26.84-\$33.55-\$40.27)

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 Hearing: Yes ☐ No ☒ in accordance with Career Service Rule 7-21

Please submit any questions or comments on this proposal in writing to compensation@denvergov.org by 8:00 AM on **Thursday, May 7, 2026**. Please include a contact name and phone number so that we may respond directly.

To be completed by Mayor’s Legislative Team:

Resolution/Bill Number: _____

Date Entered: _____

POSTING IS REQUIRED

Classification Notice No. 1895

To: Agency Heads and Employees
From: Kathy Nesbitt, Executive Director of the Office of Human Resources
Date: May 8, 2026
Subject: Proposed Change to the Classification and Pay Plan

The proposed change amends the Classification and Pay Plan by creating a new classification of 911 Non-Emergency Communication Supervisor.

The Department of Safety requested the Office of Human Resources to create a new supervisory classification that is specific to 911 non-emergency communications, which would be in alignment with other supervisory classifications used throughout 911 communications. An internal pay relationship was established based on other supervisory classifications within the 911 communications, and the 911 Non-Emergency Communication Technician pay grade. It is recommended that the 911 Non-Emergency Communication Supervisor be compensated at the NE-13 pay grade.

NEW CLASSIFICATION

<u>Job Code</u>	<u>Classification Title</u>	<u>Proposed Pay Grade & Range</u>
CN3598	911 Non-Emergency Communication Supervisor	NE-13 (\$26.84-\$33.55-\$40.27)

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 Hearing: Yes ☐ No ☒ in accordance with Career Service Rule 7-21

Please submit any questions or comments on this proposal in writing to compensation@denvergov.org by 8:00 AM on **Thursday, May 21, 2026**. Please include a contact name and phone number so that we may respond directly.

To be completed by Mayor’s Legislative Team:

Resolution/Bill Number: _____

Date Entered: _____

POSTING IS REQUIRED

Classification Notice No. 1896

To: Agency Heads and Employees
From: Kathy Nesbitt, Executive Director of the Office of Human Resources
Date: May 8, 2026
Subject: Proposed Change to the Classification and Pay Plan

The proposed change amends the Classification and Pay Plan by changing the pay grades of the Maintenance Control Technician, and Maintenance Control Supervisor.

The Denver International Airport requested a review of the current pay grades for the Maintenance Control Technician and Maintenance Control Supervisor classifications to ensure market competitiveness. Therefore, it is recommended to increase both classifications by one paygrade to ensure internal equity with other similar airport classifications. These classifications are only utilized within the Airport.

PAY GRADE CHANGES

<u>Classification Title</u>	<u>Current Pay Grade & Range</u>	<u>Proposed Pay Grade & Range</u>
Maintenance Control Technician	NE-11 (\$23.89-\$29.86-\$35.84)	NE-12 (\$25.30-\$31.63-\$37.96)
Maintenance Control Supervisor	NE-15 (\$29.56-\$37.69-\$45.82)	NE-16 (\$31.33-\$39.95-\$48.56)

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 Hearing: Yes ☐ No ☒ in accordance with Career Service Rule 7-21

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To be completed by Mayor’s Legislative Team:

Resolution/Bill Number: _____

Date Entered: _____

POSTING IS REQUIRED

Classification Notice No. 1898

To: Agency Heads and Employees
From: Kathy Nesbitt, Executive Director of the Office of Human Resources
Date: May 15, 2026
Subject: Proposed Change to the Classification and Pay Plan

The proposed change amends the Classification and Pay Plan by creating a new classification of Maintenance Coordinator.

The leadership at Denver International Airport has requested OHR create a new classification of Maintenance Coordinator. This creates a level between the Maintenance Liaison and the Maintenance Planner. The proposed changes will clarify duties and responsibilities while creating career development and growth opportunities for employees. The recommended pay grade is based on a pay relationship with the other classifications in the series.

NEW CLASSIFICATION

<u>Job Code</u>	<u>Classification Title</u>	<u>Proposed Pay Grade & Range</u>
CJ3601	Maintenance Coordinator	NE-14 (\$27.89-\$35.56-\$43.23)

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 Hearing: Yes ☐ No ☒ in accordance with Career Service Rule 7-21

Please submit any questions or comments on this proposal in writing to compensation@denvergov.org by 8:00 AM on **Thursday, May 28, 2026**. Please include a contact name and phone number so that we may respond directly.

To be completed by Mayor’s Legislative Team:

Resolution/Bill Number: _____

Date Entered: _____