

BY AUTHORITY

ORDINANCE NO. _____
SERIES OF 2023

COUNCIL BILL NO. CB23-1129
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 1st, 2024**, the classification and pay plan is hereby amended by adjusting the following pay tables:

Non-Exempt

| Compensation Grade | Minimum | Top of Q1 | Midpoint | Top of Q3 | Maximum |
|--------------------|---------|-----------|----------|-----------|---------|
| NE-07 | 18.29 | 20.58 | 22.86 | 25.15 | 27.44 |
| NE-08 | 19.11 | 21.50 | 23.89 | 26.28 | 28.67 |
| NE-09 | 20.26 | 22.79 | 25.32 | 27.86 | 30.39 |
| NE-10 | 21.47 | 24.16 | 26.84 | 29.53 | 32.21 |
| NE-11 | 22.76 | 25.61 | 28.45 | 31.30 | 34.14 |
| NE-12 | 24.11 | 27.13 | 30.14 | 33.16 | 36.17 |
| NE-13 | 25.57 | 28.77 | 31.96 | 35.16 | 38.36 |
| NE-14 | 26.57 | 30.23 | 33.88 | 37.53 | 41.18 |
| NE-15 | 28.16 | 32.04 | 35.91 | 39.78 | 43.65 |
| NE-16 | 29.85 | 33.96 | 38.06 | 42.17 | 46.27 |
| NE-17 | 31.65 | 36.00 | 40.35 | 44.71 | 49.06 |
| NE-18 | 33.55 | 38.16 | 42.77 | 47.39 | 52.00 |
| NE-19 | 35.56 | 40.45 | 45.34 | 50.23 | 55.12 |
| NE-20 | 37.69 | 42.88 | 48.06 | 53.24 | 58.42 |
| NE-21 | 39.95 | 45.45 | 50.94 | 56.43 | 61.92 |
| NE-22 | 42.35 | 48.18 | 54.00 | 59.82 | 65.64 |

Exempt

| Compensation Grade | Minimum | Top of Q1 | Midpoint | Top of Q3 | Maximum |
|--------------------|---------|-----------|----------|-----------|---------|
| EX-06 | 55,000 | 63,938 | 72,875 | 81,813 | 90,750 |
| EX-07 | 56,176 | 65,305 | 74,433 | 83,562 | 92,690 |
| EX-08 | 60,669 | 70,528 | 80,387 | 90,246 | 100,104 |
| EX-09 | 65,523 | 76,171 | 86,818 | 97,466 | 108,113 |
| EX-10 | 70,765 | 82,265 | 93,764 | 105,263 | 116,762 |
| EX-11 | 76,426 | 88,846 | 101,265 | 113,684 | 126,103 |
| EX-12 | 82,540 | 95,953 | 109,366 | 122,779 | 136,191 |
| EX-13 | 89,144 | 103,630 | 118,116 | 132,602 | 147,088 |
| EX-14 | 96,275 | 111,920 | 127,565 | 143,210 | 158,854 |
| EX-15 | 103,977 | 120,874 | 137,770 | 154,666 | 171,562 |
| EX-16 | 110,216 | 129,504 | 148,792 | 168,080 | 187,367 |
| EX-17 | 119,033 | 139,864 | 160,695 | 181,526 | 202,356 |
| EX-18 | 128,556 | 151,054 | 173,551 | 196,048 | 218,545 |
| EX-19 | 138,841 | 163,138 | 187,435 | 211,733 | 236,030 |
| EX-20 | 149,947 | 176,188 | 202,429 | 228,670 | 254,910 |
| EX-21 | 161,944 | 190,284 | 218,624 | 246,965 | 275,305 |
| EX-22 | 174,899 | 205,506 | 236,113 | 266,721 | 297,328 |
| EX-23 | 188,890 | 221,946 | 255,002 | 288,058 | 321,113 |
| EX-24 | 204,002 | 239,703 | 275,403 | 311,103 | 346,803 |
| EX-25 | 220,323 | 258,880 | 297,436 | 335,993 | 374,549 |
| EX-26 | 237,948 | 279,589 | 321,230 | 362,871 | 404,512 |
| EX-27 | 256,984 | 301,956 | 346,928 | 391,901 | 436,873 |
| EX-28 | 277,542 | 326,112 | 374,682 | 423,252 | 471,821 |

Community Rate

| Compensation Grade | Minimum | Top of Q1 | Midpoint | Top of Q3 | Maximum |
|--------------------|---------|-----------|----------|-----------|---------|
| CR-07 | 18.29 | 19.98 | 21.67 | 23.37 | 25.06 |
| CR-08 | 18.61 | 20.33 | 22.05 | 23.78 | 25.50 |
| CR-09 | 19.54 | 21.35 | 23.15 | 24.96 | 26.77 |
| CR-10 | 20.51 | 22.41 | 24.31 | 26.21 | 28.10 |
| CR-11 | 21.54 | 23.54 | 25.53 | 27.52 | 29.51 |
| CR-12 | 22.62 | 24.71 | 26.80 | 28.90 | 30.99 |
| CR-13 | 23.75 | 25.95 | 28.14 | 30.34 | 32.54 |

Interns

| Compensation Grade | Minimum | Top of Q1 | Midpoint | Top of Q3 | Maximum |
|--------------------|---------|-----------|----------|-----------|---------|
| A-412 | 18.29 | 18.89 | 19.48 | 20.08 | 20.67 |
| A-413 | 19.28 | 19.91 | 20.53 | 21.16 | 21.79 |
| A-414 | 20.41 | 21.08 | 21.74 | 22.40 | 23.06 |

Section 2. That effective beginning January 1st, 2024, the classification and pay plan is hereby amended by abolishing the following pay grades:

PAY GRADE ABOLISHMENTS


EX-05

NE-06

A-411

Section 3. That effective beginning January 1st, 2024, 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 2023 |
|--------------------------------------|--------------------------|--------------------------------|
| Accountant Staff | EX-05 | EX-06 |
| Administrative Support Assistant I | NE-06 | NE-07 |
| Administrative Support Assistant II | NE-07 | NE-08 |
| Administrative Support Assistant III | NE-08 | NE-09 |
| Claims Adjuster Associate | EX-06 | EX-07 |
| Claims Adjuster Staff | EX-05 | EX-06 |
| Clinical Care Technician | NE-06 | NE-07 |
| Community Health Worker Apprentice | NE-06 | NE-07 |
| Custodial Supervisor | NE-08 | NE-09 |
| Custodian | NE-06 | NE-07 |
| Custodian Lead | NE-07 | NE-08 |
| Food Service Worker | NE-06 | NE-07 |
| Golf Professional 1st Assistant | EX-05 | EX-06 |
| Laundry Supervisor | NE-07 | NE-08 |
| Laundry Worker | NE-06 | NE-07 |
| Library Bibliographic Technician | NE-06 | NE-07 |
| Management Analyst Staff | EX-05 | EX-06 |
| Marketing and Communications Staff | EX-05 | EX-06 |
| Pool Coordinator | NE-06 | NE-07 |
| Real Property Appraiser Associate | EX-06 | EX-07 |
| Real Property Appraiser Staff | EX-05 | EX-06 |
| Recreation Instructor | NE-06 | NE-07 |
| Recreation Services Representative | NE-06 | NE-07 |
| Security Officer | NE-06 | NE-07 |
| Stockkeeper I | NE-06 | NE-07 |
| Trades and Vocational Intern | A-411 | A-412 |
| Veterinary Technician Apprentice | NE-06 | NE-07 |
| Youth Operative Associate | NE-06 | NE-07 |

1 COMMITTEE APPROVAL DATE: August 29, 2023 by Consent
2 MAYOR-COUNCIL DATE: September 5, 2023 by Consent
3 PASSED BY THE COUNCIL September 18, 2023
4  - PRESIDENT
5 APPROVED: Michael C. Johnston - MAYOR Sep 21, 2023
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: Alex Marvin, Office of Human Resources DATE: September 7, 2023
12 REVIEWED BY: Karla J. Pierce, Assistant City Attorney DATE: September 5, 2023
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 Kerry C. Tipper, Denver City Attorney
18 BY: Anahul Bagga, Assistant City Attorney DATE: Sep 6, 2023