

BILL/ RESOLUTION REQUEST

- 1. Title:** Approves an amendment to the DRMC to remove references to "steps" in the classification and pay plan as it relates to the annual implementation of pay plan adjustments and the salary of County Court Judges and Magistrates.

- 2. Requesting Agency:** Career Service Authority

- 3. Contact Person *with actual knowledge of proposed ordinance***
Name:Alena Martinez
Phone:720-913-5726
Email:alena.martinez@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***
Name:Bruce Backer/Roberta Monaco
Phone:720-913-5643/720-913-5629
Email:bruce.backer@denvergov.org/roberta.monaco@denvergov.org

- 5. Describe the proposed ordinance, including what the proposed ordinance is intended to accomplish, who's involved**
 - a. Scope of Work**
 1. This ordinance will amend current language in the DRMC by removing references to "steps" in the classification and pay plan as it relates to the annual implementation of pay plan adjustments and the salary of County Court Judges and Magistrates. In 2009, the City and County of Denver conducted a study to evaluate the City's total compensation package. The focus of the study was to ensure that the city's total compensation package was fair, competitive with the market, and sustainable. As a result of the study, five areas of improvement and modernizations were identified. Simplified Pay Ranges is one of the identified modernizations. A Simplified Pay Range is a pay range without fixed steps. The purpose of implementing Simplified Pay Ranges is to provide the city with the ability to adjust ranges based on market and to eliminate force fitting of adjustments to 2.25% increments. Simplified Pay Ranges will also provide flexibility with merit (performance) increases, again, by eliminating the constraint of allocating merit in 2.25% increments. The proposed pay tables, without steps are currently in the ordinance request process.
 - b. Duration**
 - c. Location**
 - d. Affected Council District**

e. Benefits

f. Costs

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

No.

Bill Request Number: BR10-0877

Date: 9/28/2010