

BY AUTHORITY

ORDINANCE NO. _____
SERIES OF 2022

COUNCIL BILL NO. CB22-0894
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, 2023**, 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	\$17.55	\$19.75	\$21.94	\$24.14	\$26.33
NE-08	\$18.61	\$20.94	\$23.26	\$25.59	\$27.92
NE-09	\$19.72	\$22.19	\$24.65	\$27.12	\$29.58
NE-10	\$20.90	\$23.52	\$26.13	\$28.74	\$31.35
NE-11	\$22.16	\$24.93	\$27.70	\$30.47	\$33.24
NE-12	\$23.48	\$26.42	\$29.35	\$32.29	\$35.22
NE-13	\$24.90	\$28.01	\$31.12	\$34.24	\$37.35
NE-14	\$25.87	\$29.43	\$32.99	\$36.55	\$40.10
NE-15	\$27.43	\$31.20	\$34.97	\$38.75	\$42.52
NE-16	\$29.07	\$33.07	\$37.06	\$41.06	\$45.06
NE-17	\$30.82	\$35.06	\$39.29	\$43.53	\$47.77
NE-18	\$32.67	\$37.16	\$41.65	\$46.15	\$50.64
NE-19	\$34.63	\$39.39	\$44.15	\$48.92	\$53.68
NE-20	\$36.71	\$41.76	\$46.80	\$51.85	\$56.90
NE-21	\$38.90	\$44.25	\$49.60	\$54.95	\$60.30
NE-22	\$41.24	\$46.91	\$52.58	\$58.25	\$63.92

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Exempt

Compensation Grade	Minimum	Top of Q1	Midpoint	Top of Q3	Maximum
EX-05	\$50,000.00	\$ 58,125.00	\$ 66,250.00	\$74,375.00	\$82,500.00
EX-06	\$50,647.00	\$58,877.00	\$67,107.00	\$75,338.00	\$83,568.00
EX-07	\$54,699.00	\$63,588.00	\$72,476.00	\$81,365.00	\$90,253.00
EX-08	\$59,075.00	\$68,675.00	\$78,274.00	\$87,874.00	\$97,474.00
EX-09	\$63,801.00	\$74,169.00	\$84,536.00	\$94,904.00	\$105,272.00
EX-10	\$68,905.00	\$80,102.00	\$91,299.00	\$102,496.00	\$113,693.00
EX-11	\$74,417.00	\$86,510.00	\$98,603.00	\$110,696.00	\$122,788.00
EX-12	\$80,371.00	\$93,431.00	\$106,491.00	\$119,552.00	\$132,612.00
EX-13	\$86,801.00	\$100,906.00	\$115,011.00	\$129,117.00	\$143,222.00
EX-14	\$93,744.00	\$108,978.00	\$124,211.00	\$139,445.00	\$154,678.00
EX-15	\$101,244.00	\$117,696.00	\$134,148.00	\$150,601.00	\$167,053.00
EX-16	\$107,319.00	\$126,100.00	\$144,880.00	\$163,661.00	\$182,442.00
EX-17	\$115,904.00	\$136,187.00	\$156,470.00	\$176,754.00	\$197,037.00
EX-18	\$125,176.00	\$147,082.00	\$168,988.00	\$190,894.00	\$212,799.00
EX-19	\$135,190.00	\$158,849.00	\$182,507.00	\$206,165.00	\$229,823.00
EX-20	\$146,005.00	\$171,556.00	\$197,107.00	\$222,658.00	\$248,209.00
EX-21	\$157,686.00	\$185,281.00	\$212,876.00	\$240,471.00	\$268,066.00
EX-22	\$170,301.00	\$200,104.00	\$229,906.00	\$259,709.00	\$289,512.00
EX-23	\$183,924.00	\$216,111.00	\$248,298.00	\$280,485.00	\$312,671.00
EX-24	\$198,639.00	\$233,401.00	\$268,163.00	\$302,925.00	\$337,686.00
EX-25	\$214,530.00	\$252,073.00	\$289,616.00	\$327,159.00	\$364,701.00
EX-26	\$231,693.00	\$272,239.00	\$312,785.00	\$353,332.00	\$393,878.00
EX-27	\$250,227.00	\$294,017.00	\$337,807.00	\$381,597.00	\$425,386.00
EX-28	\$270,246.00	\$317,539.00	\$364,832.00	\$412,125.00	\$459,418.00

Community Rate

Compensation Grade	Minimum	Top of Q1	Midpoint	Top of Q3	Maximum
CR-07	\$17.26	\$18.86	\$20.45	\$22.05	\$23.65
CR-08	\$18.12	\$19.80	\$21.47	\$23.15	\$24.82
CR-09	\$19.02	\$20.78	\$22.54	\$24.30	\$26.06
CR-10	\$19.97	\$21.82	\$23.67	\$25.52	\$27.36
CR-11	\$20.98	\$22.92	\$24.86	\$26.80	\$28.74
CR-12	\$22.03	\$24.07	\$26.10	\$28.14	\$30.18
CR-13	\$23.12	\$25.26	\$27.40	\$29.54	\$31.67

Section 2. That the foregoing amendments shall be reflected in the full classification and pay plan kept and maintained in the office of the Clerk and Recorder, as reflected at Clerk Filing No. 20210010-O, and at the Office of Human Resources, and shall be available for public inspection both in person and on-line.

1 **Section 3.** This ordinance shall become effective January 01, 2023.
2 COMMITTEE APPROVAL DATE: August 2, 2022, by Consent
3 MAYOR-COUNCIL DATE: August 9, 2022
4 PASSED BY THE COUNCIL _____.
5 _____ - PRESIDENT
6 APPROVED: _____ - MAYOR _____
7 ATTEST: _____ - CLERK AND RECORDER,
8 EX-OFFICIO CLERK OF THE
9 CITY AND COUNTY OF DENVER
10
11 NOTICE PUBLISHED IN THE DAILY JOURNAL _____
12 PREPARED BY: Alena Duran, Office of Human Resources DATE: August 9, 2022
13 REVIEWED BY: Karla J. Pierce, Assistant City Attorney DATE: August 10, 2022
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15 Pursuant to section 13-9, D.R.M.C., this proposed ordinance has been reviewed by the office of
16 the City Attorney. We find no irregularity as to form and have no legal objection to the proposed
17 ordinance. The proposed ordinance **is not** submitted to the City Council for approval pursuant to §
18 3.2.6 of the Charter.
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20 Kristin M. Bronson, City Attorney for the City and County of Denver
21 BY: *Jonathan Griffin*, Assistant City Attorney DATE: Aug 11, 2022