

ORDINANCE/RESOLUTION REQUEST

Please email requests to the Mayor's Legislative Team

at MileHighOrdinance@DenverGov.org by **3:00pm on Monday**. Contact the Mayor's Legislative team with questions

Date of Request: **July 15, 2021**

Please mark one: **Bill Request** or **Resolution Request**

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 #1682

3. Requesting Agency: Office of Human Resources

4. Contact Person:

Contact person with knowledge of proposed ordinance/resolution	Contact person to present item at Mayor-Council and 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:

The proposed changes amend the Classification and Pay Plan by adjusting the pay ranges by 2% based on market analysis.

6. City Attorney assigned to this request (if applicable):

7. City Council District:

8. **For all contracts, fill out and submit accompanying Key Contract Terms worksheet**

Key Contract Terms

Type of Contract: (e.g. Professional Services > \$500K; IGA/Grant Agreement, Sale or Lease of Real Property):

To be completed by Mayor's Legislative Team:

Resolution/Bill Number: BR21 0819

Date Entered: _____

Vendor/Contractor Name:

Contract control number:

Location:

Is this a new contract? Yes No **Is this an Amendment?** Yes No **If yes, how many?** _____

Contract Term/Duration (for amended contracts, include existing term dates and amended dates):

Contract Amount (indicate existing amount, amended amount and new contract total):

<i>Current Contract Amount</i> (A)	<i>Additional Funds</i> (B)	<i>Total Contract Amount</i> (A+B)
<i>Current Contract Term</i>	<i>Added Time</i>	<i>New Ending Date</i>

Scope of work:

Was this contractor selected by competitive process?

If not, why not?

Has this contractor provided these services to the City before? Yes No

Source of funds:

Is this contract subject to: W/MBE DBE SBE XO101 ACDBE N/A

WBE/MBE/DBE commitments (construction, design, Airport concession contracts):

Who are the subcontractors to this contract?

To be completed by Mayor's Legislative Team:

Resolution/Bill Number: BR21 0819

Date Entered: _____

POSTING IS REQUIRED

Classification Notice No. 1682

To: Agency Heads and Employees
From: Karen Niparko, Executive Director of the Office of Human Resources
Date: July 02, 2021
Subject: 2021 Market Analysis Pay Table Adjustments

The proposed changes amend the Classification and Pay Plan by adjusting the pay ranges by 2% based on market analysis.

As required by Sec. 18-5 of the Denver Revised Municipal Code (DRMC), the annual market analysis pay table adjustments ensure that the city’s pay tables and ranges are competitive with market rates. OHR proposes an adjustment to the following pay tables: Non-Exempt, Exempt, & Community Rate.

Public Notice of Changes

The scheduled time for the public hearing is **Thursday, July 15, 2021 at 9:00 AM**. The public hearing starts at 9:00 AM and will be conducted through a provided conference call number and available digital link through public notice of the agenda, released no later than two days prior to the scheduled meeting.

Please submit any questions or comments on this proposal in writing to compensation@denvergov.org by 8:00 AM on **Thursday, July 15, 2021**. Please include a contact name and phone number so that we may respond directly.

If anyone wishes to be heard by the Board on this item, please call George Branchaud george.branchaud@denvergov.org at (720) 913-5650 no later than noon on **Tuesday, July 13, 2021**.

Current Pay Tables

Non-Exempt

Compensation Grade	Minimum	Top of Q1	Midpoint	Top of Q3	Maximum
NE-06	\$15.90	\$17.89	\$19.88	\$21.86	\$23.85
NE-07	\$16.85	\$18.96	\$21.07	\$23.17	\$25.28
NE-08	\$17.87	\$20.10	\$22.33	\$24.56	\$26.80
NE-09	\$18.94	\$21.30	\$23.67	\$26.04	\$28.41
NE-10	\$20.07	\$22.58	\$25.09	\$27.60	\$30.11
NE-11	\$21.28	\$23.94	\$26.60	\$29.26	\$31.92
NE-12	\$22.55	\$25.37	\$28.19	\$31.01	\$33.83
NE-13	\$23.91	\$26.90	\$29.88	\$32.87	\$35.86
NE-14	\$24.85	\$28.26	\$31.68	\$35.09	\$38.51
NE-15	\$26.34	\$29.96	\$33.58	\$37.20	\$40.82
NE-16	\$27.92	\$31.75	\$35.59	\$39.43	\$43.27
NE-17	\$29.59	\$33.66	\$37.73	\$41.80	\$45.87
NE-18	\$31.37	\$35.68	\$39.99	\$44.31	\$48.62
NE-19	\$33.25	\$37.82	\$42.39	\$46.96	\$51.54
NE-20	\$35.24	\$40.09	\$44.94	\$49.78	\$54.63
NE-21	\$37.36	\$42.49	\$47.63	\$52.77	\$57.91
NE-22	\$39.60	\$45.04	\$50.49	\$55.93	\$61.38

Exempt

To be completed by Mayor’s Legislative Team:

Resolution/Bill Number: BR21 0819

Date Entered: _____

Compensation Grade	Minimum	Top of Q1	Midpoint	Top of Q3	Maximum
EX-05	45,030.00	52,348.00	59,665.00	66,983.00	74,300.00
EX-06	48,633.00	56,536.00	64,438.00	72,341.00	80,244.00
EX-07	52,523.00	61,058.00	69,593.00	78,129.00	86,664.00
EX-08	56,725.00	65,943.00	75,161.00	84,379.00	93,597.00
EX-09	61,263.00	71,219.00	81,174.00	91,129.00	101,084.00
EX-10	66,164.00	76,916.00	87,668.00	98,419.00	109,171.00
EX-11	71,457.00	83,069.00	94,681.00	106,293.00	117,905.00
EX-12	77,174.00	89,715.00	102,256.00	114,796.00	127,337.00
EX-13	83,348.00	96,892.00	110,436.00	123,980.00	137,524.00
EX-14	90,016.00	104,643.00	119,271.00	133,899.00	148,526.00
EX-15	97,217.00	113,015.00	128,813.00	144,610.00	160,408.00
EX-16	103,050.00	121,084.00	139,118.00	157,151.00	175,185.00
EX-17	111,294.00	130,771.00	150,247.00	169,724.00	189,200.00
EX-18	120,198.00	141,232.00	162,267.00	183,301.00	204,336.00
EX-19	129,813.00	152,531.00	175,248.00	197,966.00	220,683.00
EX-20	140,199.00	164,733.00	189,268.00	213,803.00	238,338.00
EX-21	151,414.00	177,912.00	204,410.00	230,907.00	257,405.00
EX-22	163,528.00	192,145.00	220,762.00	249,380.00	277,997.00
EX-23	176,610.00	207,517.00	238,423.00	269,330.00	300,237.00
EX-24	190,739.00	224,118.00	257,497.00	290,876.00	324,256.00
EX-25	205,998.00	242,047.00	278,097.00	314,146.00	350,196.00
EX-26	222,477.00	261,411.00	300,345.00	339,278.00	378,212.00
EX-27	240,276.00	282,324.00	324,372.00	366,420.00	408,469.00
EX-28	259,498.00	304,910.00	350,322.00	395,734.00	441,146.00

Community Rate

Compensation Grade	Minimum	Top of Q1	Midpoint	Top of Q3	Maximum
CR-06	15.75	17.22	18.70	20.18	21.65
CR-07	16.54	18.09	19.64	21.19	22.74
CR-08	17.36	18.99	20.62	22.24	23.87
CR-09	18.23	19.94	21.65	23.36	25.07
CR-10	19.14	20.94	22.73	24.53	26.32
CR-11	20.10	21.98	23.87	25.75	27.64
CR-12	21.10	23.08	25.06	27.04	29.02
CR-13	22.16	24.24	26.31	28.39	30.47

Proposed Pay Tables

Non-Exempt

Compensation Grade	Minimum	Top of Q1	Midpoint	Top of Q3	Maximum
NE-06	\$16.22	\$18.25	\$20.28	\$22.31	\$24.33
NE-07	\$17.19	\$19.34	\$21.49	\$23.64	\$25.79
NE-08	\$18.22	\$20.50	\$22.78	\$25.06	\$27.33
NE-09	\$19.31	\$21.73	\$24.14	\$26.56	\$28.97
NE-10	\$20.47	\$23.03	\$25.59	\$28.15	\$30.71
NE-11	\$21.70	\$24.42	\$27.13	\$29.84	\$32.55
NE-12	\$23.00	\$25.88	\$28.75	\$31.63	\$34.50
NE-13	\$24.38	\$27.43	\$30.48	\$33.53	\$36.57
NE-14	\$25.34	\$28.83	\$32.31	\$35.80	\$39.28
NE-15	\$26.86	\$30.56	\$34.25	\$37.94	\$41.63
NE-16	\$28.47	\$32.39	\$36.30	\$40.22	\$44.13
NE-17	\$30.18	\$34.33	\$38.48	\$42.63	\$46.78
NE-18	\$31.99	\$36.39	\$40.79	\$45.19	\$49.58

To be completed by Mayor's Legislative Team:

NE-19	\$33.91	\$38.58	\$43.24	\$47.90	\$52.56
NE-20	\$35.95	\$40.90	\$45.84	\$50.78	\$55.72
NE-21	\$38.10	\$43.34	\$48.58	\$53.82	\$59.06
NE-22	\$40.39	\$45.95	\$51.50	\$57.05	\$62.60

Exempt

Compensation Grade	Minimum	Top of Q1	Midpoint	Top of Q3	Maximum
EX-05	\$45,931.00	\$53,395.00	\$60,858.00	\$68,322.00	\$75,786.00
EX-06	\$49,605.00	\$57,666.00	\$65,727.00	\$73,788.00	\$81,848.00
EX-07	\$53,574.00	\$62,280.00	\$70,985.00	\$79,691.00	\$88,397.00
EX-08	\$57,860.00	\$67,262.00	\$76,664.00	\$86,067.00	\$95,469.00
EX-09	\$62,488.00	\$72,643.00	\$82,797.00	\$92,951.00	\$103,105.00
EX-10	\$67,488.00	\$78,455.00	\$89,421.00	\$100,388.00	\$111,355.00
EX-11	\$72,887.00	\$84,731.00	\$96,575.00	\$108,420.00	\$120,264.00
EX-12	\$78,718.00	\$91,510.00	\$104,301.00	\$117,093.00	\$129,885.00
EX-13	\$85,015.00	\$98,830.00	\$112,645.00	\$126,460.00	\$140,275.00
EX-14	\$91,816.00	\$106,736.00	\$121,656.00	\$136,576.00	\$151,496.00
EX-15	\$99,162.00	\$115,276.00	\$131,389.00	\$147,503.00	\$163,617.00
EX-16	\$105,111.00	\$123,506.00	\$141,900.00	\$160,295.00	\$178,689.00
EX-17	\$113,520.00	\$133,386.00	\$153,252.00	\$173,118.00	\$192,984.00
EX-18	\$122,601.00	\$144,057.00	\$165,512.00	\$186,967.00	\$208,422.00
EX-19	\$132,410.00	\$155,582.00	\$178,753.00	\$201,925.00	\$225,097.00
EX-20	\$143,002.00	\$168,028.00	\$193,053.00	\$218,078.00	\$243,103.00
EX-21	\$154,443.00	\$181,471.00	\$208,498.00	\$235,526.00	\$262,553.00
EX-22	\$166,798.00	\$195,988.00	\$225,177.00	\$254,367.00	\$283,557.00
EX-23	\$180,141.00	\$211,666.00	\$243,191.00	\$274,716.00	\$306,240.00
EX-24	\$194,553.00	\$228,600.00	\$262,647.00	\$296,694.00	\$330,740.00
EX-25	\$210,118.00	\$246,889.00	\$283,659.00	\$320,430.00	\$357,201.00
EX-26	\$226,927.00	\$266,640.00	\$306,352.00	\$346,064.00	\$385,776.00
EX-27	\$245,081.00	\$287,970.00	\$330,859.00	\$373,749.00	\$416,638.00
EX-28	\$264,687.00	\$311,008.00	\$357,328.00	\$403,648	\$449,968.00

Community Rate

Compensation Grade	Minimum	Top of Q1	Midpoint	Top of Q3	Maximum
CR-06	\$16.06	\$17.57	\$19.07	\$20.58	\$22.08
CR-07	\$16.87	\$18.45	\$20.03	\$21.62	\$23.20
CR-08	\$17.71	\$19.37	\$21.03	\$22.69	\$24.35
CR-09	\$18.59	\$20.34	\$22.08	\$23.82	\$25.56
CR-10	\$19.52	\$21.35	\$23.18	\$25.01	\$26.84
CR-11	\$20.51	\$22.43	\$24.35	\$26.28	\$28.20
CR-12	\$21.52	\$23.54	\$25.56	\$27.58	\$29.59
CR-13	\$22.60	\$24.72	\$26.84	\$28.96	\$31.08

To be completed by Mayor's Legislative Team: