

ORDINANCE/RESOLUTION REQUEST

Please email requests to the Mayor's Legislative Team
at MileHighOrdinance@DenverGov.org by NOON on Wednesday.

****All fields must be completed.****

Incomplete request forms will be returned to sender which may cause a delay in processing.

Date of Request: September 17, 2010

Please mark one: Bill Request or Resolution Request

1. Has your agency submitted this request in the last 12 months?

Yes No

If yes, please explain:

2. Title: Approve an amendment to the DRMC.

Career Service Authority respectfully requests that this go to Government Affairs and Finance Committee on October 6, 2010.

3. Requesting Agency: Career Service Authority

4. Contact Person: (with actual knowledge of proposed ordinance)

- Name: Alena Martinez
- Phone: 720-913-5726
- Email: alena.martinez@denvergov.org

5. 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

6. General description of proposed ordinance including contract scope of work if applicable:

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.

Please include the following:

- a. Duration:
- b. Location:
- c. Affected Council District:
- d. Benefits:
- e. Costs:

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

None known