

BILL/ RESOLUTION REQUEST

1. Title: Approves classification notice #1329 for Simplified Pay Tables to implement Simplified Pay Ranges to provide the City with the ability to adjust ranges based on market and to eliminate force fitting of adjustments to 2.25% increments.

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

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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. Classification Notice #1329 – Simplified Pay Tables: 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 changes to the pay tables will remove the steps. The pay tables will include a range minimum and a range maximum and will remain equal to the current range minimum and range maximum. The range will be further divided into quartiles with markers at each quartile minimum. There will be no impact to the employee's current rate of pay. There is no budget impact.

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: BR10-0831

Date: 9/17/2010