

1 **BY AUTHORITY**

2 ORDINANCE NO. \_\_\_\_\_  
3 SERIES OF 2010

COUNCIL BILL NO. 10-0831  
COMMITTEE OF REFERENCE:  
Government Affairs and Finance

4  
5 **A BILL**

6 **For an ordinance amending the classification and pay plan for employees in the**  
7 **Career Service and for certain employees not in the Career Service, to eliminate**  
8 **fixed steps within pay ranges.**  
9

10 **WHEREAS**, pursuant to 9.1.1 (C) and (D) of the Charter and Article I of Chapter 18, D.R.M.C.,  
11 the Career Service Authority has recommended to the City Council an amendment to the classification  
12 and pay plan governing the compensation of employees in the career service and certain employees  
13 not in the career service;

14  
15 **WHEREAS**, the City and County of Denver conducted a study to evaluate the City's total  
16 compensation package. The focus of the study was to ensure that the city's total compensation  
17 package was fair, competitive with the market, and sustainable. The study resulted in five areas of  
18 improvement and modernization, including simplified pay ranges.

19  
20 **WHEREAS**, City Council has determined that simplified pay ranges are necessary to  
21 ensure that the City's total compensation package is fair, competitive with the market, and  
22 sustainable.

23  
24 **WHEREAS**, a simplified pay range is a pay range without fixed steps.

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26 **Section 1.** This ordinance shall become effective October 17, 2010.

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28 **Section 2.** That the foregoing amendment shall be reflected in the full classification and pay  
29 plan kept and maintained in the office of the Clerk and Recorder, as reflected at Clerk Filing No. 10-  
30 378-C, and at the Career Service Authority, and shall be available for public inspection both in person  
31 and on-line.  
32

1 COMMITTEE APPROVAL: October 6, 2010  
2 MAYOR-COUNCIL DATE: October 12, 2010

3 PASSED BY THE COUNCIL: \_\_\_\_\_, 2010  
4 \_\_\_\_\_ - PRESIDENT

5 APPROVED: \_\_\_\_\_ - MAYOR \_\_\_\_\_, 2010

6 ATTEST: \_\_\_\_\_ - CLERK AND RECORDER,  
7 EX-OFFICIO CLERK OF THE  
8 CITY AND COUNTY OF DENVER

9 NOTICE PUBLISHED IN THE DAILY JOURNAL: \_\_\_\_\_, 2010; \_\_\_\_\_, 2010

10 PREPARED BY: Roberta Monaco, Career Service Authority DATE: October 7, 2010

11 Pursuant to section 13-12, D.R.M.C., this proposed ordinance has been reviewed by the office of the  
12 City Attorney. We find no irregularity as to form, and have no legal objection to the proposed  
13 ordinance. The proposed ordinance is not submitted to the City Council for approval pursuant to  
14 §3.2.6 of the Charter.

15 David Fine, City Attorney

16 By: \_\_\_\_\_, Assistant City Attorney DATE: \_\_\_\_\_, 2010