

**BY AUTHORITY**

ORDINANCE NO. \_\_\_\_\_  
SERIES OF 2020

COUNCIL BILL NO. CB20-1406  
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 **January 1, 2021**, the classification and pay plan is hereby amended by revising certain pay grades as follows:

**CURRENT PAY GRADES AND RANGES**

Compensation Grade	Pay Range Minimum	Q2 Minimum	Q3 Minimum/Range Midpoint	Q4 Minimum	Pay Range Maximum
A-403	\$14.00	\$14.00	\$14.00	\$14.00	\$14.00
A-607	\$14.74	\$16.44	\$18.13	\$19.83	\$21.52
B-403	\$14.00	\$14.00	\$14.00	\$14.00	\$14.00
C-607	\$14.54	\$16.21	\$17.89	\$19.56	\$21.23
J-608	\$14.18	\$15.81	\$17.44	\$19.07	\$20.70
O-605	\$14.25	\$15.89	\$17.53	\$19.17	\$20.81
Z-118	\$14.27	\$15.59	\$16.91	\$18.23	\$19.55

**PROPOSED PAY GRADES AND RANGES**

Compensation Grade	Pay Range Minimum	Q2 Minimum	Q3 Minimum/Range Midpoint	Q4 Minimum	Pay Range Maximum
A-403	\$14.77	\$14.77	\$14.77	\$14.77	\$14.77
A-607	\$14.77	\$16.47	\$18.17	\$19.86	\$21.56
B-403	\$14.77	\$14.77	\$14.77	\$14.77	\$14.77
C-607	\$14.77	\$16.47	\$18.17	\$19.86	\$21.56
J-608	\$14.77	\$16.47	\$18.17	\$19.86	\$21.56
O-605	\$14.77	\$16.47	\$18.17	\$19.86	\$21.56
Z-118	\$14.77	\$16.16	\$17.54	\$18.93	\$20.31

1 **Section 2.** That effective **January 1, 2021**, the classification and pay plan is hereby  
 2 amended by abolishing certain pay grades as follows:

3 **PROPOSED ABOLISHED PAY GRADES AND RANGES**

Compensation Grade	Pay Range Minimum	Pay Range Maximum
A-605	\$14.00	\$20.44
A-606	\$14.10	\$20.59
C-606	\$14.00	\$20.44
E-609	\$14.45	\$21.10
I-607	\$14.37	\$20.98
J-607	\$14.00	\$20.44
L-606	\$14.08	\$20.56
L-607	\$14.72	\$21.49
N-608	\$14.16	\$20.67
V-607	\$14.15	\$20.66
Z-117	\$14.00	\$19.18

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 5 **Section 3.** That effective **January 1, 2021**, the classification and pay plan is hereby  
 6 amended by changing the pay range for the following classifications:

7 **PROPOSED CLASSIFICATION PAY GRADE CHANGES**

Job Code	Class Title	Current Grade	Current Range	Proposed Grade	Proposed Range
RG2110	Activities Leader Non-Certified	Z-118	(\$14.27-16.91-19.55)	Z-118	(\$14.77-17.54-20.31)
AC1520	Administrative Support Assistant I	C-606	(\$14.00-17.22-20.44)	C-607	(\$14.77-18.17-21.56)
BC1518	Administrative Support Assistant I	C-606	(\$14.00-17.22-20.44)	C-607	(\$14.77-18.17-21.56)
CC1480	Administrative Support Assistant I	C-606	(\$14.00-17.22-20.44)	C-607	(\$14.77-18.17-21.56)
LC1482	Administrative Support Assistant I	C-606	(\$14.00-17.22-20.44)	C-607	(\$14.77-18.17-21.56)
MC2429	Administrative Support Assistant I	C-606	(\$14.00-17.22-20.44)	C-607	(\$14.77-18.17-21.56)
VC1521	Administrative Support Assistant I	C-606	(\$14.00-17.22-20.44)	C-607	(\$14.77-18.17-21.56)
YC1478	Administrative Support Assistant I	C-606	(\$14.00-17.22-20.44)	C-607	(\$14.77-18.17-21.56)
CO2645	Clinical Care Technician	O-605	(\$14.25-17.53-20.81)	O-605	(\$14.77-18.17-21.56)
CJ1877	Custodian	J-607	(\$14.00-17.22-20.44)	J-608	(\$14.77-18.17-21.56)
LJ1878	Custodian	J-607	(\$14.00-17.22-20.44)	J-608	(\$14.77-18.17-21.56)
CJ2977	Custodian Lead	J-608	(\$14.18-17.44-20.70)	J-609	(\$14.83-18.24-21.65)
LJ1946	Custodian Lead	J-608	(\$14.18-17.44-20.70)	J-609	(\$14.83-18.24-21.65)
CO2642	Dental Assistant	O-605	(\$14.25-17.53-20.81)	O-605	(\$14.77-18.17-21.56)
CJ2525	Food Service Worker	J-607	(\$14.00-17.22-20.44)	J-608	(\$14.77-18.17-21.56)
CG2943	Golf Cart Attendant	Z-117	(\$14.00-16.59-19.18)	Z-118	(\$14.77-17.54-20.31)
RG2944	Golf Sales Associate	Z-118	(\$14.27-16.91-19.55)	Z-118	(\$14.77-17.54-20.31)
CG2378	Golf Starter and Ranger	Z-117	(\$14.00-16.59-19.18)	Z-118	(\$14.77-17.54-20.31)
CJ2546	Laundry Worker	J-607	(\$14.00-17.22-20.44)	J-608	(\$14.77-18.17-21.56)
LG2888	Library Aide	Z-117	(\$14.00-16.59-19.18)	Z-118	(\$14.77-17.54-20.31)
RG2401	Lifeguard	Z-117	(\$14.00-16.59-19.18)	Z-118	(\$14.77-17.54-20.31)
CG2113	Park Seasonal Laborer	Z-117	(\$14.00-16.59-19.18)	Z-118	(\$14.77-17.54-20.31)
CC2741	Pool Coordinator	C-607	(\$14.54-17.89-21.23)	C-607	(\$14.77-18.17-21.56)
TB0017	Public Safety Cadet	B-403	(\$14.00)	B-403	(\$14.77)
RG2909	Recreation Assistant	Z-117	(\$14.00-16.59-19.18)	Z-118	(\$14.77-17.54-20.31)
CA2583	Recreation Instructor	A-607	(\$14.74-18.13-21.52)	A-607	(\$14.77-18.17-21.56)

RG2121	Sports Official Non-Certified	Z-118	(\$14.27-16.91-19.55)	Z-118	(\$14.77-17.54-20.31)
RG2347	Usher I	Z-117	(\$14.00-16.59-19.18)	Z-118	(\$14.77-17.54-20.31)
TA1585	Youth Assistant	A-403	(\$14.00)	A-403	(\$14.77)
CA3142	Youth Operative Associate	A-605	(\$14.00-17.22-20.44)	A-607	(\$14.77-18.17-21.56)

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**Section 4.** 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. 20190036-S, and at the Office of Human Resources, and shall be available for public inspection both in person and on-line.

COMMITTEE APPROVAL DATE: December 01, 2020 (Consent)

MAYOR-COUNCIL DATE: December 08, 2020 (Consent)

PASSED BY THE COUNCIL \_\_\_\_\_.

\_\_\_\_\_ - PRESIDENT

APPROVED: \_\_\_\_\_ - MAYOR \_\_\_\_\_

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

NOTICE PUBLISHED IN THE DAILY JOURNAL \_\_\_\_\_

PREPARED BY: Ryland Feno, Office of Human Resources                      DATE: December 04, 2020

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

Kristin M. Bronson, City Attorney for the City and County of Denver

BY: \_\_\_\_\_, Assistant City Attorney    DATE: \_\_\_\_\_