

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 22, 2022**

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 #1727

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 2.1% 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**

To be completed by Mayor’s Legislative Team:

Resolution/Bill Number: _____

Date Entered: _____

Key Contract Terms

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

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: _____

Date Entered: _____

POSTING IS REQUIRED

Classification Notice No. 1727

To: Agency Heads and Employees
From: Kathy Nesbitt, Executive Director of the Office of Human Resources
Date: July 8, 2022
Subject: Proposed Change to the Classification and Pay Plan

The proposed change amends the Classification and Pay Plan by adjusting the city's pay tables and ranges by 2.1%.

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 city's pay tables that are utilized by classifications in the scope of this study.

The proposed changes affect the following pay grades and ranges: NE-07 through NE-22, EX-05 through EX-26, and CR-06 through CR-13. This applies to non-exempt, exempt, and community rate pay ranges which are recommended to be increased by 2.1%.

Current Pay Tables

Non-Exempt

Compensation Grade	Minimum	Top of Q1	Midpoint	Top of Q3	Maximum
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
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

To be completed by Mayor's Legislative Team:

Resolution/Bill Number: _____

Date Entered: _____

Compensation Grade	Minimum	Top of Q1	Midpoint	Top of Q3	Maximum
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	\$403,648.00	\$449,968.00

Community Rate

Compensation Grade	Minimum	Top of Q1	Midpoint	Top of Q3	Maximum
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

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Date Entered: _____

Proposed Pay Tables

Non-Exempt

Compensation Grade	Minimum	Top of Q1	Midpoint	Top of Q3	Maximum
NE-07	\$17.55	\$19.75	\$21.94	\$24.14	\$26.33
NE-08	\$18.61	\$20.94	\$23.26	\$25.59	\$27.92
NE-09	\$19.72	\$22.19	\$24.65	\$27.12	\$29.58
NE-10	\$20.90	\$23.52	\$26.13	\$28.74	\$31.35
NE-11	\$22.16	\$24.93	\$27.70	\$30.47	\$33.24
NE-12	\$23.48	\$26.42	\$29.35	\$32.29	\$35.22
NE-13	\$24.90	\$28.01	\$31.12	\$34.24	\$37.35
NE-14	\$25.87	\$29.43	\$32.99	\$36.55	\$40.10
NE-15	\$27.43	\$31.20	\$34.97	\$38.75	\$42.52
NE-16	\$29.07	\$33.07	\$37.06	\$41.06	\$45.06
NE-17	\$30.82	\$35.06	\$39.29	\$43.53	\$47.77
NE-18	\$32.67	\$37.16	\$41.65	\$46.15	\$50.64
NE-19	\$34.63	\$39.39	\$44.15	\$48.92	\$53.68
NE-20	\$36.71	\$41.76	\$46.80	\$51.85	\$56.90
NE-21	\$38.90	\$44.25	\$49.60	\$54.95	\$60.30
NE-22	\$41.24	\$46.91	\$52.58	\$58.25	\$63.92

Exempt

Compensation Grade	Minimum	Top of Q1	Midpoint	Top of Q3	Maximum
EX-05	\$50,000.00	\$ 58,125.00	\$ 66,250.00	\$74,375.00	\$82,500.00
EX-06	\$50,647.00	\$58,877.00	\$67,107.00	\$75,338.00	\$83,568.00
EX-07	\$54,699.00	\$63,588.00	\$72,476.00	\$81,365.00	\$90,253.00
EX-08	\$59,075.00	\$68,675.00	\$78,274.00	\$87,874.00	\$97,474.00
EX-09	\$63,801.00	\$74,169.00	\$84,536.00	\$94,904.00	\$105,272.00
EX-10	\$68,905.00	\$80,102.00	\$91,299.00	\$102,496.00	\$113,693.00
EX-11	\$74,417.00	\$86,510.00	\$98,603.00	\$110,696.00	\$122,788.00
EX-12	\$80,371.00	\$93,431.00	\$106,491.00	\$119,552.00	\$132,612.00
EX-13	\$86,801.00	\$100,906.00	\$115,011.00	\$129,117.00	\$143,222.00
EX-14	\$93,744.00	\$108,978.00	\$124,211.00	\$139,445.00	\$154,678.00
EX-15	\$101,244.00	\$117,696.00	\$134,148.00	\$150,601.00	\$167,053.00
EX-16	\$107,319.00	\$126,100.00	\$144,880.00	\$163,661.00	\$182,442.00
EX-17	\$115,904.00	\$136,187.00	\$156,470.00	\$176,754.00	\$197,037.00
EX-18	\$125,176.00	\$147,082.00	\$168,988.00	\$190,894.00	\$212,799.00
EX-19	\$135,190.00	\$158,849.00	\$182,507.00	\$206,165.00	\$229,823.00
EX-20	\$146,005.00	\$171,556.00	\$197,107.00	\$222,658.00	\$248,209.00
EX-21	\$157,686.00	\$185,281.00	\$212,876.00	\$240,471.00	\$268,066.00
EX-22	\$170,301.00	\$200,104.00	\$229,906.00	\$259,709.00	\$289,512.00
EX-23	\$183,924.00	\$216,111.00	\$248,298.00	\$280,485.00	\$312,671.00
EX-24	\$198,639.00	\$233,401.00	\$268,163.00	\$302,925.00	\$337,686.00
EX-25	\$214,530.00	\$252,073.00	\$289,616.00	\$327,159.00	\$364,701.00
EX-26	\$231,693.00	\$272,239.00	\$312,785.00	\$353,332.00	\$393,878.00
EX-27	\$250,227.00	\$294,017.00	\$337,807.00	\$381,597.00	\$425,386.00
EX-28	\$270,246.00	\$317,539.00	\$364,832.00	\$412,125.00	\$459,418.00

Community Rate

Compensation Grade	Minimum	Top of Q1	Midpoint	Top of Q3	Maximum
CR-07	\$17.26	\$18.86	\$20.45	\$22.05	\$23.65

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CR-08	\$18.12	\$19.80	\$21.47	\$23.15	\$24.82
CR-09	\$19.02	\$20.78	\$22.54	\$24.30	\$26.06
CR-10	\$19.97	\$21.82	\$23.67	\$25.52	\$27.36
CR-11	\$20.98	\$22.92	\$24.86	\$26.80	\$28.74
CR-12	\$22.03	\$24.07	\$26.10	\$28.14	\$30.18
CR-13	\$23.12	\$25.26	\$27.40	\$29.54	\$31.67

Public Notice of Changes

The scheduled time for the public hearing is **Thursday, July 21, 2022 at 9:00 AM** in the Webb Municipal Building, Career Service Hearings Office on the 1st floor, located at 201 West Colfax Avenue, Denver, CO 80202.

Please submit any questions or comments on this proposal in writing to compensation@denvergov.org by 8:00 AM on **Thursday, July 21, 2022**. 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 19, 2022**.

Effective Date Rule:

DRMC Sec. 18-5 requires the career service board to recommend pay table adjustments to the mayor and city council on or before August 1 of each year. Pay table adjustments recommended in the 2022 Market Analysis will be effective on January 1, 2023, in accordance with Career

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