

BILL/ RESOLUTION REQUEST

1. Title: Approves Career Service Authority classification notice # 1359 regarding Occupational Group Consolidation.

2. Requesting Agency: Career Service Authority

3. Contact Person with actual knowledge of proposed ordinance

Name:Alena Martinez

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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

Phone:720-913-5643/720-913-5663

Email:bruce.backer@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 #1359 – Occupational Group Consolidation is changing a multiple number of pay grades as a result of an external audit of our Pay Survey conducted in 2011. Please see the attached document “Information on Impacted Classifications” for a list of the Job Codes, Classification Titles, Current Pay Grades, Proposed Pay Grades, and Supervisory Levels for all classifications that are changing pay grades in this classification notice.

CSA Compensation has been working on an initiative to consolidate and eliminate three occupational groups within the City's Classification and Pay Plan. The recommendation to consolidate and eliminate occupational groups derived from an external audit of our Pay Survey conducted in 2011.

The occupational groups that are being consolidated are: (G) Art, Design, Recreation, Media, and Entertainment and (S) General Support Services. Classifications in these occupational groups will be moved into an existing occupational group within the City's Classification and Pay Plan.

The benefits of consolidating and eliminating occupational groups are listed below:

- Consolidation of occupational groups will allow CSA Compensation to better maintain internal equity among classifications typically used within a department/agency.

- The City's Classification and Pay Plan will be better aligned with compensation best practices.
- The annual Pay Survey process will be simplified and streamlined.
- The number of benchmark classifications will increase in the remaining occupational groups, thus strengthening the relationship between the City's classifications and the market.

There is a monthly budget impact of \$1,572.75, which covers 30 employees across the city that will be moved to the range minimum. The budget impact by agency is as follows:

- Aviation - \$436.22 (9 employees)
- Denver Public Library - \$28.67 (2 employees)
- Parks and Recreation - \$688.24 (5 employees)
- Public Works - \$9.27 (1 employee)
- Safety - \$17.83 (1 employee)
- Technology Services - \$392.52 (12 employees)

b. Duration

n/a

c. Location

n/a

d. Affected Council District

n/a

e. Benefits

n/a

f. Costs

n/a

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

No.

Bill Request Number: BR12-0221

Date: 3/19/2012