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## **2019 Pay Survey: Pay Range Market Analysis Results**

**Office of Human Resources**

Classification & Compensation Division, Pay Survey Analysis

April 30, 2019



# 2019 Market Analysis of Generally Prevailing Compensation

Required to be conducted annually per City Charter and further defined by Denver Revised Municipal Code (market definition, pay increase percentage, implementation dates)

OHR Compensation conducted the 2019 Pay Survey Market Analysis to ensure the classification and pay plan (pay ranges structure) remains competitive to the market

Analyzes the city's pay ranges vs. the market for both occupational group pay ranges and pay ranges for individual classifications

Excludes collectively bargained, appointed charter officer, and elected charter officer classifications

# Pay Survey Market Analysis of Ranges

1

## Data compiled from local and national sources

### Local Sources:

- **Employers Council:**  
Colorado Comp;  
Public Employers
- **Colorado Municipal League**

### National Sources:

- Mercer
- Aon Hewitt
- Willis Towers Watson
- Western Management:  
Airport Council International
- Dietrich Surveys:  
Architecture, Construction, Design, and Engineering
- Foushee Group:  
Environment Health and Workplace Safety

2

## Entire classification and pay plan reviewed

- Matched 72% of classifications across all occupational groups
- Includes a review of internal relationships for related classifications in a series or career path

3

## Data analyzed for each benchmark classification

- National pay data adjusted to Denver market
- Data aged to January 1, 2019
- Data averaged into one market rate per benchmark classification
- Compares city range midpoints to market median pay

# 2019 Pay Survey Outcomes

## Occupational Group Adjustments

- Ensures occupational group pay ranges are competitive with generally prevailing rates
- Adjustments made to range minimums and maximums for all ranges within an entire occupational group
- No impact on employee pay except for those whose pay falls below a new range minimum
- Effective 7/1/2019

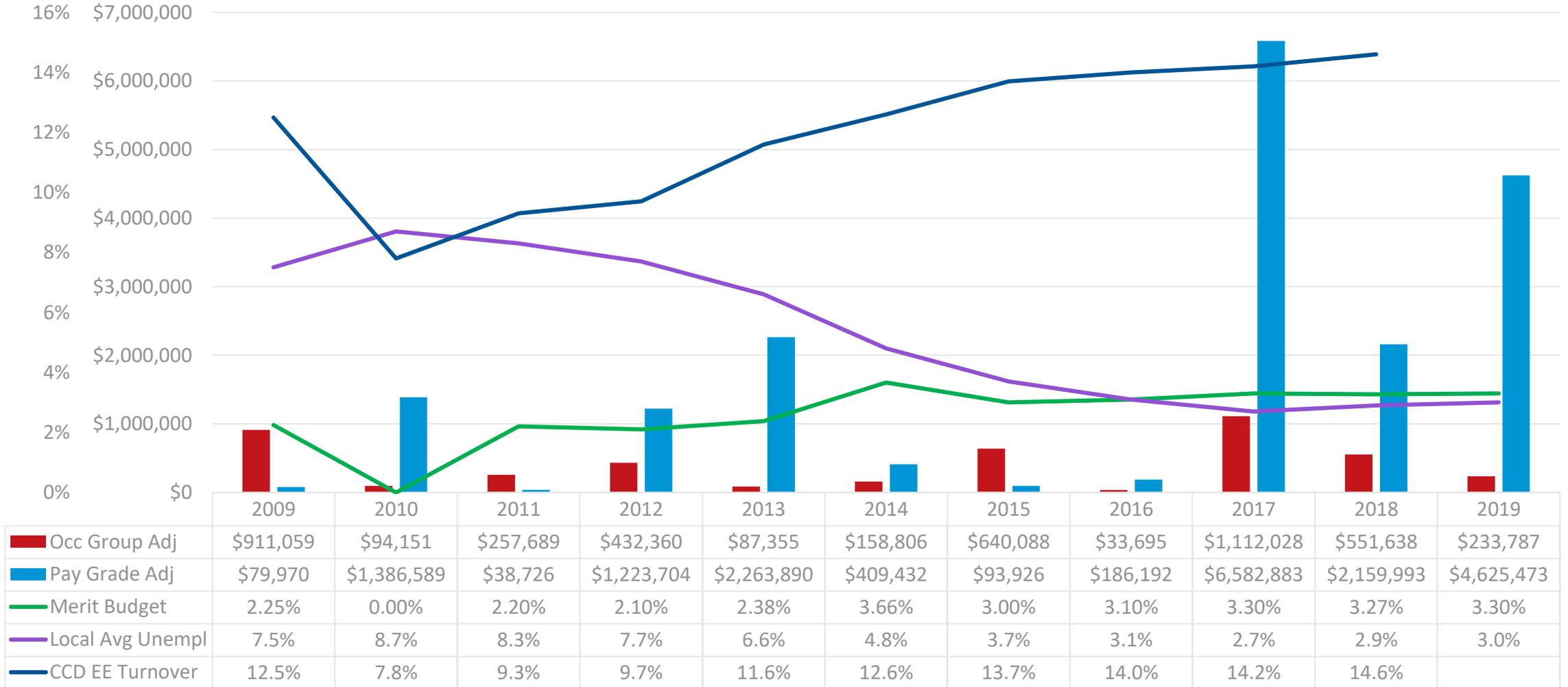


## Individual Pay Grade Adjustments

- Compares individual classification pay range midpoints to market median rates
- Adjustments made to individual classifications whose pay ranges have fallen behind market by -10%
- DRMC requires a 4.55% market adjustment for each pay grade the classification is increased
- Effective 1/1/2020



# City's Pay and Economic History 2009-2019



References on file

# Citywide Recommendations and Costs

		Occupational Group Adjustments			Individual Pay Grade Adjustments*			
Occupational Group		# of Employees in Occupational Group	2019 Range Adjustment	# of Employees Moving to Pay Range Minimum	Cost of Moving Employees to Pay Range Minimum	# of Classification Pay Grade Changes	# of Affected Employees	Cost of Pay Grade Adjustments
Clerical	(C)	1,098	3.06%	272	\$117,456	7	640	\$1,040,710
Enforcement/Compliance/Protective Services	(N)	717	0%	0	\$0	4	16	\$74,756
Engineering & Science	(E)	676	1.00%	2	\$1,298	7	57	\$419,725
Fiscal	(V)	491	0%	0	\$0	1	0	\$0
General Administrative	(A)	3,541	0%	0	\$0	56	196	\$1,227,436
Healthcare	(O)	65	2.38%	0	\$0	15	17	\$124,766
Information Technology	(I)	455	0%	0	\$0	9	59	\$505,520
Legal	(L)	388	2.31%	61	\$97,075	0	0	\$0
Maintenance & Operations	(J)	2,454	0.79%	67	\$17,957	8	235	\$1,232,559
<b>TOTAL 2019 COSTS</b>		<b>9,885</b>		<b>698</b>	<b>\$116,893</b>			
<b>TOTAL 2020 COSTS</b>					<b>\$233,787</b>	<b>107</b>	<b>1,220</b>	<b>\$4,625,473</b>
Effective July 1, 2019						Effective January 1, 2020		

# Communications Plan, Approval Process, and Next Steps



Dates subject to change

# Appendix – Impacted Individual Classifications (page 1 of 2)

Job Profile Name	Curr Pay Grade	Proposed Pay Grade	# Pay Grade Adj
Administrative Support Assistant I	C-605	C-606	1
Administrative Support Assistant II	C-608	C-609	1
Administrative Support Assistant III	C-610	C-611	1
Administrative Support Assistant IV	C-613	C-614	1
Administrative Support Assistant V	C-614	C-615	1
Events Facilitator	C-613	C-615	2
Legal Secretary	C-617	C-618	1
Animal Control Investigator I	N-613	N-615	2
Animal Control Investigator II	N-615	N-617	2
Animal Control Investigator Supervisor	N-620	N-622	2
Vector Control Inspector	N-617	N-619	2
Crime Scene Investigator I	E-621	E-623	2
Crime Scene Investigator II	E-624	E-626	2
Crime Scene Supervisor	E-628	E-630	2
Forensic Laboratory Technician	E-617	E-619	2
Forensic Scientist I	E-809	E-811	2
Forensic Scientist II	E-812	E-814	2
Forensic Scientist Supervisor	E-815	E-817	2
Risk Analyst	V-808	V-810	2
Benefits Analyst	A-807	A-809	2
Booking Coordinator	A-620	A-622	2
Classification and Compensation Analyst	A-809	A-811	2
Content Developer	A-807	A-809	2
Cost Estimator Analyst	A-812	A-814	2
Cost Estimator Analyst Senior	A-814	A-816	2

Job Profile Name	Curr Pay Grade	Proposed Pay Grade	# Pay Grade Adj
Deputy Director Office of Human Resources	A-820	A-821	1
Deputy Executive Director of Aviation	A-823	A-824	4
Director Benefits and Wellness	A-817	A-818	1
Director Classification and Compensation	A-817	A-818	1
Director Contact Center	A-813	A-815	2
Director HR Technology and Innovation	A-817	A-818	1
Director Human Resources	A-816	A-817	1
Director Learning and Development	A-817	A-818	1
Director Marketing and Communications	A-816	A-817	1
Director Talent Acquisition	A-817	A-818	2
Employee Relations Specialist	A-812	A-813	1
Events Coordinator	A-807	A-809	2
Executive Director Civil Service Commission	A-816	A-817	1
Executive Director Office of Human Resources	A-823	A-824	1
Forensic Quality Assurance Specialist	A-810	A-812	2
HR Data Analyst	A-809	A-811	2
HR Data Analyst Senior	A-811	A-813	2
HR Supervisor	A-812	A-813	1
HR Technician I	A-613	A-615	2
HR Technician II	A-615	A-617	2
HR Technician Lead	A-616	A-618	2
Learning and Development Administrator	A-811	A-813	2
Learning and Development Analyst	A-807	A-809	2
Learning and Development Analyst Senior	A-809	A-811	2
Manager Contact Center Operations	A-809	A-811	2
Manager Human Resources	A-814	A-815	1
Manager Leave and ADA	A-813	A-814	1

# Appendix – Impacted Individual Classifications (page 2 of 2)

Job Profile Name	Curr Pay Grade	Proposed Pay Grade	# Pay Grade Adj
Manager Marketing and Communications	A-814	A-815	1
Manager Publication	A-809	A-811	2
Manager Recruiting	A-814	A-815	1
Manager Talent and Development	A-814	A-815	1
Marketing and Communications Professional I	A-615	A-617	2
Marketing and Communications Professional II	A-808	A-810	2
Marketing and Communications Specialist	A-811	A-813	2
Onboarding Supervisor	A-812	A-813	1
Senior Benefits Analyst	A-809	A-811	2
Sr Classification and Compensation Analyst	A-811	A-813	2
Television and Video Director-Editor	A-810	A-812	2
Television and Video Producer	A-810	A-812	2
Television and Video Producer Senior	A-812	A-814	2
Television Programmer	A-809	A-811	2
Veterinarian Fellow	A-406	A-407	2
Victim Specialist	A-614	A-616	2
Wellness Program Coordinator	A-807	A-809	2
Work Release Technician	A-614	A-616	2
Youth Counselor	A-615	A-617	2
Youth Counselor Lead	A-616	A-618	2
Youth Counselor Supervisor	A-807	A-809	2
Addictions Counselor II	O-610	O-612	2
Addictions Counselor III	O-612	O-614	2
Addictions Counselor Lead	O-615	O-617	2
Animal Care Supervisor	O-611	O-613	2
Paramedic	O-618	O-620	2

Job Profile Name	Curr Pay Grade	Proposed Pay Grade	# Pay Grade Adj
Paramedic Assistant Chief	O-813	O-815	2
Paramedic Chief	O-815	O-817	2
Paramedic Field Supervisor	O-809	O-811	2
Paramedic Fleet Supervisor	O-810	O-812	2
Paramedic Operations Supervisor	O-810	O-812	2
Shelter Veterinarian	O-812	O-814	2
Speech Therapist	O-808	O-810	2
Speech Therapist Senior	O-809	O-811	2
Veterinary Assistant	O-606	O-608	2
Veterinary Fellow	O-608	O-610	2
IT Communications Technician I	I-624	I-626	2
IT Communications Technician II	I-626	I-628	2
IT Program Manager	I-817	I-819	2
IT Project Manager I	I-811	I-813	2
IT Project Manager II	I-813	I-815	2
IT Project Manager III	I-815	I-817	2
IT Web Administrator Associate	I-809	I-811	2
IT Web Administrator Senior	I-811	I-813	2
Television Engineer	I-809	I-811	2
Animal Care Attendant	J-607	J-609	2
Facilities Superintendent	J-813	J-814	1
Facility Maintenance Technician	J-616	J-618	2
Field Superintendent	J-813	J-814	1
Maintenance Assistant	J-608	J-610	2
Maintenance Technician	J-613	J-615	2
Operations Supervisor	J-810	J-812	2
Stable Master	J-613	J-615	2