

**BY AUTHORITY**

ORDINANCE NO. \_\_\_\_\_  
SERIES OF 2017

COUNCIL BILL NO. CB17-0367  
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, 2017**, the classification and pay plan is hereby amended by revising the Community Rate and Training & Intern pay schedules as follows:

**Training & Intern Schedule**

	<b>Pay Grade</b>	<b>Rate</b>
<b>Current</b>	403-A	\$8.31
<b>Proposed</b>	<b>403-A</b>	<b>\$9.30</b>

**Community Rate Schedule**

	<b>Pay Grade</b>	<b>Range Minimum</b>	<b>2nd Quartile Minimum</b>	<b>Range Midpoint</b>	<b>4th Quartile Minimum</b>	<b>Range Maximum</b>
<b>Current</b>	111-Z	\$8.75	\$9.56	\$10.37	\$11.18	\$11.99
<b>Proposed</b>	<b>111-Z</b>	<b>\$9.30</b>	<b>\$10.16</b>	<b>\$11.02</b>	<b>\$11.88</b>	<b>\$12.74</b>

**Section 2.** That effective **January 1, 2017**, the classification and pay plan is hereby amended by abolishing certain pay grades as follows:

<b>Pay Grade</b>	<b>Range Minimum</b>	<b>2nd Quartile Minimum</b>	<b>Range Midpoint</b>	<b>4th Quartile Minimum</b>	<b>Range Maximum</b>
110-Z	\$8.31	\$9.08	\$9.85	\$10.61	\$11.38
310-Z	8.31	9.93	11.55	13.17	14.79

	<b>Pay Grade</b>	<b>Rate</b>
<b>Current</b>	402-A	\$8.31

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**Section 3.** That effective **January 1, 2017**, the classification and pay plan is hereby amended by abolishing the Short Range pay schedule as follows:

**ABOLISHED PAY SCHEDULE (Short Range)**

PAY GRADE	SAL PLAN	RANGE MIN	2nd QUARTILE	RANGE MID	4th QUARTILE	RANGE MAX
212	Y	\$8.31	\$8.56	\$8.81	\$9.06	\$9.31
215	Y	\$8.58	\$8.84	\$9.10	\$9.35	\$9.61
216	Y	\$8.79	\$9.05	\$9.32	\$9.58	\$9.84
217	Y	\$9.01	\$9.28	\$9.55	\$9.82	\$10.09
218	Y	\$9.24	\$9.52	\$9.80	\$10.07	\$10.35
219	Y	\$9.47	\$9.76	\$10.04	\$10.33	\$10.61
220	Y	\$9.71	\$10.00	\$10.30	\$10.59	\$10.88
221	Y	\$9.95	\$10.25	\$10.55	\$10.84	\$11.14
225	Y	\$10.99	\$11.32	\$11.65	\$11.98	\$12.31
226	Y	\$11.26	\$11.60	\$11.94	\$12.27	\$12.61
310	Y	\$8.31	\$8.88	\$9.46	\$10.03	\$10.60
323	Y	\$14.6	\$15.70	\$16.7	\$17.73	\$18.74

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**Section 4.** That effective **January 1, 2017**, the classification and pay plan is hereby amended by changing the pay range for the following classifications:

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<u>Current Job Code</u>	<u>Classification Title</u>	<u>Present Pay Range</u>	<u>Proposed Pay Range:</u>
TA1585	Mayor's Youth Worker	402-A (\$8.31)	403-A (\$9.30)
CG2943	Golf Cart Attendant	212-Y (\$8.31/\$8.81/\$9.31)	111-Z (\$9.30/\$11.02/\$12.74)
LG2888	Library Aide	212-Y (\$8.31/\$8.81/\$9.31)	112-Z (\$9.38/\$11.12/\$12.85)
CG2113	Park Seasonal Laborer	225-Y (\$10.99/\$11.65/\$12.31)	113-Z (\$10.06/\$11.92/\$13.78)
CG2378	Golf Starter and Ranger	310-Y (\$8.31/\$9.46/\$10.60)	111-Z (\$9.30/\$10.37/\$12.74)
CG1844	Boating Ranger	323-Y (\$14.69/\$16.72/\$18.74)	118-Z (\$14.27/\$16.91/\$19.25)
RG2909	Recreation Assistant	110-Z (\$8.31/\$9.85/\$11.38)	111-Z (\$9.30/\$11.02/\$12.74)
RG2347	Usher	310-Z (\$8.31/\$11.55/\$10.60)	111-Z (\$9.30/\$11.02/\$12.74)

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**Section 5.** That effective **January 1, 2017**, the classification and pay plan is hereby amended by changing the pay grade for the following classifications:

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<u>Current Job Code</u>	<u>Classification Title</u>	<u>Present Pay Range</u>	<u>Proposed Pay Range:</u>
TA2585	Recreation Trainee	403-A (\$8.31)	403-A (\$9.30)
RG2401	Lifeguard	111-Z (\$8.75/\$10.37/\$11.99)	111-Z (\$9.30/\$11.02/\$12.74)

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**Section 5.** 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. 17-0367-O, and at the Office of Human Resources, and shall be available for public inspection both in person and on-line.

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1 COMMITTEE APPROVAL DATE: March 28, 2017

2 MAYOR-COUNCIL DATE: April 4, 2017

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

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

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

6 ATTEST: \_\_\_\_\_ - CLERK AND RECORDER,  
7 EX-OFFICIO CLERK OF THE  
8 CITY AND COUNTY OF DENVER  
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10 NOTICE PUBLISHED IN THE DAILY JOURNAL \_\_\_\_\_ 2017 \_\_\_\_\_ 2017

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12 PREPARED BY: Susan Keller, Office of Human Resources DATE: March 30, 2017

13 Pursuant to section 13-12, D.R.M.C., this proposed ordinance has been reviewed by the office of  
14 the City Attorney. We find no irregularity as to form, and have no legal objection to the proposed  
15 ordinance. The proposed ordinance **is not** submitted to the City Council for approval pursuant to §  
16 3.2.6 of the Charter.

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

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