

**BY AUTHORITY**

ORDINANCE NO. \_\_\_\_\_  
SERIES OF 2023

COUNCIL BILL NO. CB23-1129  
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 **beginning January 1<sup>st</sup>, 2024**, the classification and pay plan is hereby amended by adjusting the following pay tables:

**Non-Exempt**

Compensation Grade	Minimum	Top of Q1	Midpoint	Top of Q3	Maximum
NE-07	18.29	20.58	22.86	25.15	27.44
NE-08	19.11	21.50	23.89	26.28	28.67
NE-09	20.26	22.79	25.32	27.86	30.39
NE-10	21.47	24.16	26.84	29.53	32.21
NE-11	22.76	25.61	28.45	31.30	34.14
NE-12	24.11	27.13	30.14	33.16	36.17
NE-13	25.57	28.77	31.96	35.16	38.36
NE-14	26.57	30.23	33.88	37.53	41.18
NE-15	28.16	32.04	35.91	39.78	43.65
NE-16	29.85	33.96	38.06	42.17	46.27
NE-17	31.65	36.00	40.35	44.71	49.06
NE-18	33.55	38.16	42.77	47.39	52.00
NE-19	35.56	40.45	45.34	50.23	55.12
NE-20	37.69	42.88	48.06	53.24	58.42
NE-21	39.95	45.45	50.94	56.43	61.92
NE-22	42.35	48.18	54.00	59.82	65.64

### Exempt

Compensation Grade	Minimum	Top of Q1	Midpoint	Top of Q3	Maximum
EX-06	55,000	63,938	72,875	81,813	90,750
EX-07	56,176	65,305	74,433	83,562	92,690
EX-08	60,669	70,528	80,387	90,246	100,104
EX-09	65,523	76,171	86,818	97,466	108,113
EX-10	70,765	82,265	93,764	105,263	116,762
EX-11	76,426	88,846	101,265	113,684	126,103
EX-12	82,540	95,953	109,366	122,779	136,191
EX-13	89,144	103,630	118,116	132,602	147,088
EX-14	96,275	111,920	127,565	143,210	158,854
EX-15	103,977	120,874	137,770	154,666	171,562
EX-16	110,216	129,504	148,792	168,080	187,367
EX-17	119,033	139,864	160,695	181,526	202,356
EX-18	128,556	151,054	173,551	196,048	218,545
EX-19	138,841	163,138	187,435	211,733	236,030
EX-20	149,947	176,188	202,429	228,670	254,910
EX-21	161,944	190,284	218,624	246,965	275,305
EX-22	174,899	205,506	236,113	266,721	297,328
EX-23	188,890	221,946	255,002	288,058	321,113
EX-24	204,002	239,703	275,403	311,103	346,803
EX-25	220,323	258,880	297,436	335,993	374,549
EX-26	237,948	279,589	321,230	362,871	404,512
EX-27	256,984	301,956	346,928	391,901	436,873
EX-28	277,542	326,112	374,682	423,252	471,821

### Community Rate

Compensation Grade	Minimum	Top of Q1	Midpoint	Top of Q3	Maximum
CR-07	18.29	19.98	21.67	23.37	25.06
CR-08	18.61	20.33	22.05	23.78	25.50
CR-09	19.54	21.35	23.15	24.96	26.77
CR-10	20.51	22.41	24.31	26.21	28.10
CR-11	21.54	23.54	25.53	27.52	29.51
CR-12	22.62	24.71	26.80	28.90	30.99
CR-13	23.75	25.95	28.14	30.34	32.54

### Interns

Compensation Grade	Minimum	Top of Q1	Midpoint	Top of Q3	Maximum
A-412	18.29	18.89	19.48	20.08	20.67
A-413	19.28	19.91	20.53	21.16	21.79
A-414	20.41	21.08	21.74	22.40	23.06

**Section 2. That effective beginning January 1<sup>st</sup>, 2024,** the classification and pay plan is hereby amended by abolishing the following pay grades:

**PAY GRADE ABOLISHMENTS**


EX-05

NE-06

A-411

**Section 3. That effective beginning January 1<sup>st</sup>, 2024,** the classification and pay plan is hereby amended by changing the pay grade of the following classifications:

<b>Job Profile Name</b>	<b>Current Pay Grade</b>	<b>Proposed Pay Grade 2023</b>
Accountant Staff	EX-05	EX-06
Administrative Support Assistant I	NE-06	NE-07
Administrative Support Assistant II	NE-07	NE-08
Administrative Support Assistant III	NE-08	NE-09
Claims Adjuster Associate	EX-06	EX-07
Claims Adjuster Staff	EX-05	EX-06
Clinical Care Technician	NE-06	NE-07
Community Health Worker Apprentice	NE-06	NE-07
Custodial Supervisor	NE-08	NE-09
Custodian	NE-06	NE-07
Custodian Lead	NE-07	NE-08
Food Service Worker	NE-06	NE-07
Golf Professional 1st Assistant	EX-05	EX-06
Laundry Supervisor	NE-07	NE-08
Laundry Worker	NE-06	NE-07
Library Bibliographic Technician	NE-06	NE-07
Management Analyst Staff	EX-05	EX-06
Marketing and Communications Staff	EX-05	EX-06
Pool Coordinator	NE-06	NE-07
Real Property Appraiser Associate	EX-06	EX-07
Real Property Appraiser Staff	EX-05	EX-06
Recreation Instructor	NE-06	NE-07
Recreation Services Representative	NE-06	NE-07
Security Officer	NE-06	NE-07
Stockkeeper I	NE-06	NE-07
Trades and Vocational Intern	A-411	A-412
Veterinary Technician Apprentice	NE-06	NE-07
Youth Operative Associate	NE-06	NE-07

1 COMMITTEE APPROVAL DATE: August 29, 2023 by Consent  
2 MAYOR-COUNCIL DATE: September 5, 2023 by Consent  
3 PASSED BY THE COUNCIL September 18, 2023.  
4  - PRESIDENT  
5 APPROVED: \_\_\_\_\_ - MAYOR \_\_\_\_\_  
6 ATTEST: \_\_\_\_\_ - CLERK AND RECORDER,  
7 EX-OFFICIO CLERK OF THE  
8 CITY AND COUNTY OF DENVER  
9  
10 NOTICE PUBLISHED IN THE DAILY JOURNAL \_\_\_\_\_  
11 PREPARED BY: Alex Marvin, Office of Human Resources DATE: September 7, 2023  
12 REVIEWED BY: Karla J. Pierce, Assistant City Attorney DATE: September 5, 2023  
13 Pursuant to section 13-9, 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 Kerry C. Tipper, Denver City Attorney  
18 BY: Anahul Bagga, Assistant City Attorney DATE: Sep 6, 2023