

ORDINANCE/RESOLUTION REQUEST

Please email requests to the Mayor’s Legislative Team

at MileHighOrdinance@DenverGov.org by **11:00am on Monday**. Contact the Mayor’s Legislative team with questions

Date of Request: **October 20, 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 #1742

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: Conor Wildt	Name: Conor Wildt
Email: Conor.Wildt@denvergov.org	Email: Conor.Wildt@denvergov.org

5. General description or background of proposed request. Attach executive summary if more space needed:

The proposed change amends the Classification and Pay Plan by creating five new bilingual Social Case Worker classifications as well as changing the pay grade of Social Case Worker series and Therapists (Licensed, Supervisor, and Unlicensed).

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?

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Date Entered: _____

POSTING IS REQUIRED

Classification Notice No. 1742

To: Agency Heads and Employees
From: Kathy Nesbitt, Executive Director of the Office of Human Resources
Date: October 7, 2022
Subject: Proposed Change to the Classification and Pay Plan

The proposed change amends the Classification and Pay Plan by creating five new bilingual Social Case Worker classifications as well as changing the pay grade of Social Case Worker series and Therapists (Licensed, Supervisor, and Unlicensed).

This study addresses the emergent need for qualified Social Case Workers within Denver Human Services. The two core components of this study include increasing the pay grades assigned to the five levels of the Social Case Worker classification series by one pay grade and establishing a new classification series for positions assigned to 70% or more bilingual social case work. Additionally, the Therapist classification series used within the Denver Sheriff's Department has a pay relationship to the Social Case Worker series, therefore, it is proposed to raise this classification series by one pay grade as well.

NEW CLASSIFICATIONS

<u>Proposed Classification Title</u>	<u>Proposed Pay Grade/Range</u>
Social Case Worker Bilingual	EX-07 (\$53,574 - \$70,986 - \$88,397)
Social Case Worker Senior Bilingual	EX-08 (\$57,860 - \$76,665 - \$95,469)
Social Case Worker Lead Bilingual	EX-09 (\$62,488 - \$82,797 - \$103,105)
Social Case Worker Supervisor Bilingual	EX-11 (\$72,887 - \$96,576 - \$120,264)
Social Case Worker Administrator	EX-12 (\$78,718 - \$104,302 - \$129,885)

PAY GRADE CHANGES

<u>Current Classification Title</u>	<u>Current Pay Grade/Range</u>	<u>Proposed Pay Grade/Range</u>
Social Case Worker	EX-06 (\$49,605-\$65,727 -\$81,848)	EX-07 (\$53,574-\$70,986-\$88,397)
Social Case Worker Hourly	EX-06 (\$49,605 - \$65,727 - \$81,848)	EX-07 (\$53,574 - \$70,986 - \$88,397)
Social Case Worker Lead	EX-08 (\$57,860 - \$76,665 - \$95,469)	EX-09 (\$62,488 - \$82,797 - \$103,105)
Social Case Worker Senior	EX-07 (\$53,574 - \$70,986 - \$88,397)	EX-08 (\$57,860 - \$76,665 - \$95,469)
Social Case Worker Staff	NE-10 (\$20.47 - \$25.59 - \$30.71)	NE-11 (\$21.70 - \$27.13 - \$32.55)
Social Case Worker Supervisor	EX-10 (\$67,488 - \$89,422 - \$111,355)	EX-11 (\$72,887 - \$96,576 - \$120,264)
Therapist Unlicensed	NE-13 (\$24.38 - \$30.48 - \$36.57)	NE-14 (\$25.34 - \$32.31 -\$39.28)
Therapist Licensed	NE-14 (\$25.34 - \$32.31 -\$39.28)	NE-15 (\$26.86 - \$34.25 - \$41.63)
Therapist Supervisor	EX-09 (\$62,488 - \$82,797 - \$103,105)	EX-10 (\$67,488 - \$89,422 - \$111,355)

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Public Notice of Changes

The scheduled time for the public hearing is **Thursday, October 20, 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, October 20, 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 Frances Trujillo frances.trujillo@denvergov.org at (720) 913-5168 no later than noon on **Tuesday, October 18, 2022**.

Career Service Rule 7-37 Effective Dates, Section A: If it is determined that changes to the classification and pay plan are necessary, the effective date of any resulting changes to the classification and pay plan shall be the beginning of the first work week following approval by the Mayor or by the City Council over the Mayor's veto. Provisional classifications resulting from changes to the classification and pay plan may be used upon approval by the OHR Executive Director or Board but use for longer than six months is contingent upon City Council approval.

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