

BY AUTHORITY

ORDINANCE NO. _____
SERIES OF 2025

COUNCIL BILL NO. CB25-1249
COMMITTEE OF REFERENCE:
Governance and Intergovernmental Relations

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 1st, 2026**, 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	19.29	21.70	24.11	26.53	28.94
NE-08	20.06	22.57	25.08	27.59	30.10
NE-09	21.26	23.92	26.57	29.23	31.89
NE-10	22.53	25.35	28.17	30.99	33.80
NE-11	23.89	26.88	29.86	32.85	35.84
NE-12	25.30	28.47	31.63	34.80	37.96
NE-13	26.84	30.20	33.55	36.91	40.27
NE-14	27.89	31.73	35.56	39.40	43.23
NE-15	29.56	33.63	37.69	41.76	45.82
NE-16	31.33	35.64	39.95	44.26	48.56
NE-17	33.22	37.79	42.35	46.92	51.49
NE-18	35.21	40.05	44.89	49.73	54.57
NE-19	37.32	42.46	47.59	52.72	57.85
NE-20	39.56	45.00	50.44	55.88	61.32
NE-21	41.93	47.70	53.46	59.23	64.99
NE-22	44.46	50.57	56.68	62.80	68.91

1
2

3
4

5
6

7
8
9
10
11

Exempt

Compensation Grade	Minimum	TopofQ1	Midpoint	TopofQ3	Maximum
EX-07	60,064	69,824	79,584	89,345	99,105
EX-08	63,679	74,027	84,375	94,723	105,070
EX-09	68,773	79,949	91,124	102,300	113,476
EX-10	74,276	86,346	98,415	110,485	122,555
EX-11	80,217	93,253	106,288	119,323	132,358
EX-12	86,634	100,712	114,790	128,869	142,947
EX-13	93,566	108,771	123,975	139,180	154,384
EX-14	101,050	117,471	133,892	150,313	166,733
EX-15	109,134	126,869	144,603	162,337	180,071
EX-16	115,683	135,928	156,172	176,417	196,661
EX-17	124,937	146,801	168,665	190,529	212,393
EX-18	134,933	158,546	182,159	205,773	229,386
EX-19	145,727	171,230	196,732	222,235	247,737
EX-20	157,385	184,928	212,470	240,012	267,554
EX-21	169,976	199,722	229,468	259,214	288,959
EX-22	183,574	215,699	247,824	279,950	312,075
EX-23	198,259	232,955	267,650	302,345	337,040
EX-24	214,121	251,592	289,063	326,534	364,005
EX-25	231,251	271,720	312,189	352,658	393,127
EX-26	249,750	293,457	337,163	380,869	424,575
EX-27	269,729	316,932	364,135	411,338	458,540
EX-28	291,308	342,287	393,266	444,245	495,223

Community Rate

Compensation Grade	Minimum	Top of Q1	Midpoint	Top of Q3	Maximum
CR-FLR	19.29	19.29	19.29	19.29	19.29
CR-07	19.29	21.08	22.86	24.65	26.43
CR-08	19.53	21.34	23.14	24.95	26.76
CR-09	20.51	22.41	24.30	26.20	28.10
CR-10	21.54	23.53	25.52	27.52	29.51
CR-11	22.62	24.71	26.80	28.90	30.99
CR-12	23.74	25.94	28.13	30.33	32.53
CR-13	24.92	27.23	29.53	31.84	34.14
CR-14	26.17	28.59	31.01	33.43	35.85
CR-15	27.47	30.01	32.55	35.10	37.64
CR-16	28.85	31.52	34.18	36.85	39.52

Intern

Compensation Grade	Minimum	TopofQ1	Midpoint	TopofQ3	Maximum
A-412	19.29	19.92	20.55	21.18	21.80
A-413	20.22	20.88	21.54	22.20	22.85
A-414	21.42	22.12	22.81	23.51	24.21

COMMITTEE APPROVAL DATE: September 2, 2025 by Consent

MAYOR-COUNCIL DATE: September 9, 2025

PASSED BY THE COUNCIL 09/22/2025

Diana Romero Campbell
Diana Romero Campbell (Sep 22, 2025 25:38:42 MDT)

Signed by:

- PRESIDENT

APPROVED: Michael C. Johnston - MAYOR 9/23/2025
5DC361FDC863466...

ATTEST: _____ - CLERK AND RECORDER,
EX-OFFICIO CLERK OF THE
CITY AND COUNTY OF DENVER

NOTICE PUBLISHED IN THE DAILY JOURNAL _____

PREPARED BY: Olive Merino, Office of Human Resources DATE: September 5, 2025

REVIEWED BY: Emily Anderson, Assistant City Attorney DATE: September 9, 2025

Pursuant to section 13-9, D.R.M.C., this proposed ordinance has been reviewed by the office of the City Attorney. We find no irregularity as to form and have no legal objection to the proposed ordinance. The proposed ordinance is not submitted to the City Council for approval pursuant to § 3.2.6 of the Charter.

Katie J. McLaughlin, Interim City Attorney

BY: Jonathan Griffin, Assistant City Attorney DATE: 9/10/2025 | 2:43 PM MDT
B622307D39DE47B...