

ORDINANCE/RESOLUTION REQUEST

Please email requests to the Mayor's Legislative Team

at MailHighOrdinance@DenverGov.org by **3:00pm on Monday**. Contact the Mayor's Legislative team with questions

Date of Request: **February 20, 2020**

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 Notice #1636

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: Greg Thress	Name: Greg Thress
Email: Gregory.Thress@denvergov.org	Email: Gregory.Thress@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 a new classification of Deputy Public Defender Senior and changing the titles and pay grades of the associated Public Defenders series.

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**

Key Contract Terms

To be completed by Mayor's Legislative Team:

Resolution/Bill Number: BR20 0203

Date Entered: _____

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?

POSTING IS REQUIRED

Classification Notice No. 1636

To: Agency Heads and Employees

To be completed by Mayor's Legislative Team:

Resolution/Bill Number: BR20 0203

Date Entered: _____

From: Karen Niparko, Executive Director of the Office of Human Resources
Date: February 07, 2020
Subject: Proposed Changes to the Classification and Pay Plan

The proposed change amends the Classification and Pay Plan by creating a new classification of Deputy Public Defender Senior and changing the titles and pay grades of the associated Public Defenders series.

The Office of Human Resources Classification and Compensation Division has been working with the Office of Municipal Public Defender (MPD) on an internal review of MPD pay grades in comparison to the City Attorney's Office (CAO) and the District Attorney's Office (DAO) litigation attorneys. This comprehensive review revealed that the MPD pay grades significantly lag those of CAO and DAO. For example, entry level attorneys in the CAO and DAO are assigned to pay grade L-813 while MPD is assigned to L-810. CAO/DAO Associate attorneys are assigned to pay grade L-815 while MPD Associate attorneys are assigned to L-812. CAO/DAO Supervising Attorneys are assigned to L-822 while MPD Supervisor Attorney is assigned to L-816. Currently, MPD grades are based on market data for Public Defenders. However, the MPD essential job duties of litigating and representation of clients are almost identical when compared with the litigating and prosecuting essential duties of CAO and DAO.

NEW CLASSIFICATION

<u>Job Code</u>	<u>Proposed Classification Title</u>	<u>Proposed Pay Grade & Range</u>
CL3240	Deputy Public Defender Senior	L-820 (\$121,575 - \$158,048 - \$194,520)

JOB TITLE CHANGES

<u>Current Classification Job Title</u>	<u>Proposed Classification Title</u>	<u>Reason for Revision</u>
Deputy Public Defender I	Deputy Public Defender Staff	<i>To comply with City's naming convention.</i>
Deputy Public Defender II	Deputy Public Defender Associate	

PAY GRADE AND RANGE CHANGES

<u>Current Classification Title</u>	<u>Current Pay Grade & Range</u>	<u>Proposed Pay Grade & Range</u>
Deputy Public Defender Staff	L-810 (\$62,384 - \$81,099 - \$99,814)	L-813 (\$76,208 - \$99,071 - \$121,933)
Deputy Public Defender Associate	L-812 (\$71,289 - \$92,676 - \$114,062)	L-815 (\$87,087 - \$113,213 - \$139,339)
Deputy Public Defender Supervisor	L-816 (\$93,096 - \$121,025-\$148,954)	L-822 (\$138,932 - \$180,612 - \$222,291)
Chief Municipal Public Defender	L-820 (\$121,575-\$158,048-\$194,520)	L-824 (\$158,766 - \$206,396 - \$254,026)

Per Career Service Rule 7-37 A – "If it is determined that changes to the Classification & Pay Plan are necessary, the effective date of any resulting changes to the Classification & 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 & 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."

Public Hearing: Yes ☒ No ☐ in accordance with Career Service Rule 7-21

Public Notice of Changes

The scheduled time for the public hearing is **Thursday, February 20, 2020 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, February 20, 2020**. 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 George Branchaud george.branchaud@denvergov.org at (720) 913-5650 no later than noon on **Tuesday, February 18, 2020**.

To be completed by Mayor's Legislative Team:

Resolution/Bill Number: BR20 0203

Date Entered: _____

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