

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.

Amends the classification and pay plan by changing the pay grade and range for all manager and higher-level classifications by one pay grade. The Committee approved filing this item at its meeting on 11-1-2022.

Affected Council District(s) or citywide? Citywide

Executive Summary with Rationale and Impact:

Detailed description of the item and why we are doing it. This can be a separate attachment.

POSTING IS REQUIRED

Classification Notice No. 1746

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 changing the pay grade and range for all manager and higher-level classifications by one pay grade (see attached list of classifications).

Based on a combination of market pressures resulting in hiring at higher rates of pay, increasing upward pay grade compression of subordinate supervisory and individual contributor classifications to their management, and market data all necessitate raising all manager and higher classifications in the classification and pay plan by one pay grade.

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.

Type (choose one: Classification; Pay; Benefits; Rule Change; Other):
Classification and pay

Fiscal Impact:

Contract Amount (if applicable):

Draft Bill Attached?