

employees in the Career Service and for certain employees not in the Career Service.

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 Committee approved filing this bill by consent on 3-3-20.

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.

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

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

Fiscal Impact:

Contract Amount (if applicable):

Draft Bill Attached?