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Both the title and description must be entered between the red "title" and "body" below. Do **not** at any time delete the red "title" or "body" markers from this template.

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.

Creates new classifications of IT Asset Management Analyst Associate, IT Asset Management Analyst Senior, IT Web Administrator Associate, IT Middleware Engineer Associate, IT Middleware Engineer Senior, IT Database Developer Associate, IT Database Developer Senior, IT Enterprise Architect Associate, and IT Enterprise Architect Senior; and, changes the title of Webmaster to IT Web Administrator Senior. The Committee approved filing this item by consent on 7-3-18.

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.

The proposed change amends the Classification and Pay Plan by creating new classifications of IT Asset Management Analyst Associate, IT Asset Management Analyst Senior, IT Web Administrator, IT Middleware Engineer Associate, IT Middleware Engineer Senior, IT Database Developer Associate, IT Database Developer Senior, IT Enterprise Architect Associate, and IT Enterprise Architect Senior. The proposed change also amends the Classification & Pay Plan by changing the title of Webmaster to IT Web Administrator Senior.

The proposed new job classifications are part of the Technology Services (TS) Classification Study for 2018. TS has recognized that they have had challenges maintaining and updating their job specifications to keep up with the evolving information technology field. As new types of IT jobs have been added to the City and County of Denver, they have placed new incumbents into the most reasonable job specification that is available, which do not align with the current market. The Classification and Compensation Division of the Office of Human Resources has been working with TS to update and create new job classification series based on the city's needs and market trends. This will be very beneficial during the recruitment process ensuring that candidates are applying to the appropriate job classification. This will also be beneficial in retaining current employees knowing they are in the correct job classification and are being compensated based on market data for the correct job classification.

NEW CLASSIFICATIONS

<u>Proposed Title</u>	<u>Proposed Pay Grade</u>
IT Asset Management Analyst Associate	I-808 (\$52,602-\$68,383-\$84,163)
IT Asset Management Analyst Senior	I-810 (\$60,112-\$78,146-\$96,179)
IT Web Administrator Associate	I-809 (\$56,232-\$73,102-\$89,971)
IT Middleware Engineer Associate	I-812 (\$68,694-\$89,302-\$109,910)
IT Middleware Engineer Senior	I-816 (\$89,708-\$116,621-\$143,533)
IT Database Developer Associate	I-813 (\$73,434-\$95,464-\$117,494)
IT Database Developer Senior	I-816 (\$89,708-\$116,621-\$143,533)
IT Enterprise Architect Associate	I-816 (\$89,708-\$116,621-\$143,533)

IT Enterprise Architect Senior

I-817 (\$95,898-\$124,668-\$153,437)

TITLE CHANGE ONLY

Current Title

Webmaster

Proposed Title

IT Web Administrator Senior

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

Address/Location (if applicable):

Legal Description (if applicable):

Denver Revised Municipal Code (D.R.M.C.) Citation (if applicable):

Draft Bill Attached?