



Legislation Details (With Text)

File #: 21-0819 **Version:** 1

Type: Bill **Status:** Passed

File created: 7/15/2021 **In control:** Finance & Governance Committee

On agenda: 8/16/2021 **Final action:** 8/16/2021

Title: 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 adjusting the pay ranges by 2% based on the annual market analysis. The Committee approved filing this item at its meeting on 7-27-21.

Sponsors:

Indexes: Zach Rothmier

Code sections:

Attachments: 1. BR21 0819 OHR Pay Table Adjustments, 2. CB21-0819 - Pay Table Adjustments, 3. 21-0819 Filed Bill_Pay Table Adjustments, 4. 21-0819 - signed, 5. 21-0819 For an ordinance amending the classification and pay plan for employees in

| Date | Ver. | Action By | Action | Result |
|-----------|------|--------------------------------|---|--------|
| 8/20/2021 | 1 | Mayor | signed | |
| 8/16/2021 | 1 | Council President | signed | |
| 8/16/2021 | 1 | City Council | placed upon final consideration and do pass | Pass |
| 8/9/2021 | 1 | City Council | ordered published | |
| 7/27/2021 | 1 | Finance & Governance Committee | approved by consent | Pass |

OHR/CSA Request Template

Date Submitted: 7-15-21

Requesting Agency: Office of Human Resources
Division:

Subject Matter Expert Name:

| |
|-----------------------------------|
| Name: Blair Malloy |
| Email: Blair.Malloy@denvergov.org |

Item Title & Description:

*(Do not delete the following instructions)
These appear on the Council meeting agenda. Initially, the requesting agency will enter a 2-3 sentence description. Upon bill filling, the City Attorney's Office should enter the title above the description (the title should be in **bold** font).*

*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.

Amends the Classification and Pay Plan by adjusting the pay ranges by 2% based on the annual market analysis. The Committee approved filing this item at its meeting on 7-27-21.

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.

As required by Sec. 18-5 of the Denver Revised Municipal Code (DRMC), the annual market analysis pay table adjustments ensure that the city’s pay tables and ranges are competitive with market rates. OHR proposes an adjustment to the following pay tables: Non-Exempt, Exempt, & Community Rate.

Public Notice of Changes

The scheduled time for the public hearing is **Thursday, July 15, 2021 at 9:00 AM**. The public hearing starts at 9:00 AM and will be conducted through a provided conference call number and available digital link through public notice of the agenda, released no later than two days prior to the scheduled meeting.

Please submit any questions or comments on this proposal in writing to compensation@denvergov.org <mailto:compensation@denvergov.org> by 8:00 AM on **Thursday, July 15, 2021**. 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 <mailto:george.branchaud@denvergov.org> at (720) 913-5650 no later than noon on **Tuesday, July 13, 2021**.

Current Pay Tables

Non-Exempt

| Compensation Grade | Minimum | Top of Q1 | Midpoint | Top of Q3 | Maximum |
|--------------------|---------|-----------|----------|-----------|---------|
| NE-06 | \$15.90 | \$17.89 | \$19.88 | \$21.86 | \$23.85 |
| NE-07 | \$16.85 | \$18.96 | \$21.07 | \$23.17 | \$25.28 |
| NE-08 | \$17.87 | \$20.10 | \$22.33 | \$24.56 | \$26.80 |
| NE-09 | \$18.94 | \$21.30 | \$23.67 | \$26.04 | \$28.41 |
| NE-10 | \$20.07 | \$22.58 | \$25.09 | \$27.60 | \$30.11 |
| NE-11 | \$21.28 | \$23.94 | \$26.60 | \$29.26 | \$31.92 |
| NE-12 | \$22.55 | \$25.37 | \$28.19 | \$31.01 | \$33.83 |
| NE-13 | \$23.91 | \$26.90 | \$29.88 | \$32.87 | \$35.86 |
| NE-14 | \$24.85 | \$28.26 | \$31.68 | \$35.09 | \$38.51 |
| NE-15 | \$26.34 | \$29.96 | \$33.58 | \$37.20 | \$40.82 |
| NE-16 | \$27.92 | \$31.75 | \$35.59 | \$39.43 | \$43.27 |
| NE-17 | \$29.59 | \$33.66 | \$37.73 | \$41.80 | \$45.87 |
| NE-18 | \$31.37 | \$35.68 | \$39.99 | \$44.31 | \$48.62 |
| NE-19 | \$33.25 | \$37.82 | \$42.39 | \$46.96 | \$51.54 |
| NE-20 | \$35.24 | \$40.09 | \$44.94 | \$49.78 | \$54.63 |

| | | | | | |
|-------|---------|---------|---------|---------|---------|
| NE-21 | \$37.36 | \$42.49 | \$47.63 | \$52.77 | \$57.91 |
| NE-22 | \$39.60 | \$45.04 | \$50.49 | \$55.93 | \$61.38 |

Exempt

| Compensation Grade | Minimum | Top of Q1 | Midpoint | Top of Q3 | Maximum |
|--------------------|------------|------------|------------|------------|------------|
| EX-05 | 45,030.00 | 52,348.00 | 59,665.00 | 66,983.00 | 74,300.00 |
| EX-06 | 48,633.00 | 56,536.00 | 64,438.00 | 72,341.00 | 80,244.00 |
| EX-07 | 52,523.00 | 61,058.00 | 69,593.00 | 78,129.00 | 86,664.00 |
| EX-08 | 56,725.00 | 65,943.00 | 75,161.00 | 84,379.00 | 93,597.00 |
| EX-09 | 61,263.00 | 71,219.00 | 81,174.00 | 91,129.00 | 101,084.00 |
| EX-10 | 66,164.00 | 76,916.00 | 87,668.00 | 98,419.00 | 109,171.00 |
| EX-11 | 71,457.00 | 83,069.00 | 94,681.00 | 106,293.00 | 117,905.00 |
| EX-12 | 77,174.00 | 89,715.00 | 102,256.00 | 114,796.00 | 127,337.00 |
| EX-13 | 83,348.00 | 96,892.00 | 110,436.00 | 123,980.00 | 137,524.00 |
| EX-14 | 90,016.00 | 104,643.00 | 119,271.00 | 133,899.00 | 148,526.00 |
| EX-15 | 97,217.00 | 113,015.00 | 128,813.00 | 144,610.00 | 160,408.00 |
| EX-16 | 103,050.00 | 121,084.00 | 139,118.00 | 157,151.00 | 175,185.00 |
| EX-17 | 111,294.00 | 130,771.00 | 150,247.00 | 169,724.00 | 189,200.00 |
| EX-18 | 120,198.00 | 141,232.00 | 162,267.00 | 183,301.00 | 204,336.00 |
| EX-19 | 129,813.00 | 152,531.00 | 175,248.00 | 197,966.00 | 220,683.00 |
| EX-20 | 140,199.00 | 164,733.00 | 189,268.00 | 213,803.00 | 238,338.00 |
| EX-21 | 151,414.00 | 177,912.00 | 204,410.00 | 230,907.00 | 257,405.00 |
| EX-22 | 163,528.00 | 192,145.00 | 220,762.00 | 249,380.00 | 277,997.00 |
| EX-23 | 176,610.00 | 207,517.00 | 238,423.00 | 269,330.00 | 300,237.00 |
| EX-24 | 190,739.00 | 224,118.00 | 257,497.00 | 290,876.00 | 324,256.00 |
| EX-25 | 205,998.00 | 242,047.00 | 278,097.00 | 314,146.00 | 350,196.00 |
| EX-26 | 222,477.00 | 261,411.00 | 300,345.00 | 339,278.00 | 378,212.00 |
| EX-27 | 240,276.00 | 282,324.00 | 324,372.00 | 366,420.00 | 408,469.00 |
| EX-28 | 259,498.00 | 304,910.00 | 350,322.00 | 395,734.00 | 441,146.00 |

Community Rate

| Compensation Grade | Minimum | Top of Q1 | Midpoint | Top of Q3 | Maximum |
|--------------------|---------|-----------|----------|-----------|---------|
| CR-06 | 15.75 | 17.22 | 18.70 | 20.18 | 21.65 |
| CR-07 | 16.54 | 18.09 | 19.64 | 21.19 | 22.74 |
| CR-08 | 17.36 | 18.99 | 20.62 | 22.24 | 23.87 |
| CR-09 | 18.23 | 19.94 | 21.65 | 23.36 | 25.07 |
| CR-10 | 19.14 | 20.94 | 22.73 | 24.53 | 26.32 |

| | | | | | |
|-------|-------|-------|-------|-------|-------|
| CR-11 | 20.10 | 21.98 | 23.87 | 25.75 | 27.64 |
| CR-12 | 21.10 | 23.08 | 25.06 | 27.04 | 29.02 |
| CR-13 | 22.16 | 24.24 | 26.31 | 28.39 | 30.47 |

Proposed Pay Tables

Non-Exempt

| Compensation Grade | Minimum | Top of Q1 | Midpoint | Top of Q3 | Maximum |
|---------------------------|----------------|------------------|-----------------|------------------|----------------|
| NE-06 | \$16.22 | \$18.25 | \$20.28 | \$22.31 | \$24.33 |
| NE-07 | \$17.19 | \$19.34 | \$21.49 | \$23.64 | \$25.79 |
| NE-08 | \$18.22 | \$20.50 | \$22.78 | \$25.06 | \$27.33 |
| NE-09 | \$19.31 | \$21.73 | \$24.14 | \$26.56 | \$28.97 |
| NE-10 | \$20.47 | \$23.03 | \$25.59 | \$28.15 | \$30.71 |
| NE-11 | \$21.70 | \$24.42 | \$27.13 | \$29.84 | \$32.55 |
| NE-12 | \$23.00 | \$25.88 | \$28.75 | \$31.63 | \$34.50 |
| NE-13 | \$24.38 | \$27.43 | \$30.48 | \$33.53 | \$36.57 |
| NE-14 | \$25.34 | \$28.83 | \$32.31 | \$35.80 | \$39.28 |
| NE-15 | \$26.86 | \$30.56 | \$34.25 | \$37.94 | \$41.63 |
| NE-16 | \$28.47 | \$32.39 | \$36.30 | \$40.22 | \$44.13 |
| NE-17 | \$30.18 | \$34.33 | \$38.48 | \$42.63 | \$46.78 |
| NE-18 | \$31.99 | \$36.39 | \$40.79 | \$45.19 | \$49.58 |
| NE-19 | \$33.91 | \$38.58 | \$43.24 | \$47.90 | \$52.56 |
| NE-20 | \$35.95 | \$40.90 | \$45.84 | \$50.78 | \$55.72 |
| NE-21 | \$38.10 | \$43.34 | \$48.58 | \$53.82 | \$59.06 |
| NE-22 | \$40.39 | \$45.95 | \$51.50 | \$57.05 | \$62.60 |

Exempt

| Compensation Grade | Minimum | Top of Q1 | Midpoint | Top of Q3 | Maximum |
|---------------------------|----------------|------------------|-----------------|------------------|----------------|
| EX-05 | \$45,931.00 | \$53,395.00 | \$60,858.00 | \$68,322.00 | \$75,786.00 |
| EX-06 | \$49,605.00 | \$57,666.00 | \$65,727.00 | \$73,788.00 | \$81,848.00 |
| EX-07 | \$53,574.00 | \$62,280.00 | \$70,985.00 | \$79,691.00 | \$88,397.00 |
| EX-08 | \$57,860.00 | \$67,262.00 | \$76,664.00 | \$86,067.00 | \$95,469.00 |
| EX-09 | \$62,488.00 | \$72,643.00 | \$82,797.00 | \$92,951.00 | \$103,105.00 |
| EX-10 | \$67,488.00 | \$78,455.00 | \$89,421.00 | \$100,388.00 | \$111,355.00 |
| EX-11 | \$72,887.00 | \$84,731.00 | \$96,575.00 | \$108,420.00 | \$120,264.00 |
| EX-12 | \$78,718.00 | \$91,510.00 | \$104,301.00 | \$117,093.00 | \$129,885.00 |
| EX-13 | \$85,015.00 | \$98,830.00 | \$112,645.00 | \$126,460.00 | \$140,275.00 |
| EX-14 | \$91,816.00 | \$106,736.00 | \$121,656.00 | \$136,576.00 | \$151,496.00 |
| EX-15 | \$99,162.00 | \$115,276.00 | \$131,389.00 | \$147,503.00 | \$163,617.00 |

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|-------|--------------|--------------|--------------|--------------|--------------|
| EX-16 | \$105,111.00 | \$123,506.00 | \$141,900.00 | \$160,295.00 | \$178,689.00 |
| EX-17 | \$113,520.00 | \$133,386.00 | \$153,252.00 | \$173,118.00 | \$192,984.00 |
| EX-18 | \$122,601.00 | \$144,057.00 | \$165,512.00 | \$186,967.00 | \$208,422.00 |
| EX-19 | \$132,410.00 | \$155,582.00 | \$178,753.00 | \$201,925.00 | \$225,097.00 |
| EX-20 | \$143,002.00 | \$168,028.00 | \$193,053.00 | \$218,078.00 | \$243,103.00 |
| EX-21 | \$154,443.00 | \$181,471.00 | \$208,498.00 | \$235,526.00 | \$262,553.00 |
| EX-22 | \$166,798.00 | \$195,988.00 | \$225,177.00 | \$254,367.00 | \$283,557.00 |
| EX-23 | \$180,141.00 | \$211,666.00 | \$243,191.00 | \$274,716.00 | \$306,240.00 |
| EX-24 | \$194,553.00 | \$228,600.00 | \$262,647.00 | \$296,694.00 | \$330,740.00 |
| EX-25 | \$210,118.00 | \$246,889.00 | \$283,659.00 | \$320,430.00 | \$357,201.00 |
| EX-26 | \$226,927.00 | \$266,640.00 | \$306,352.00 | \$346,064.00 | \$385,776.00 |
| EX-27 | \$245,081.00 | \$287,970.00 | \$330,859.00 | \$373,749.00 | \$416,638.00 |
| EX-28 | \$264,687.00 | \$311,008.00 | \$357,328.00 | \$403,648 | \$449,968.00 |

Community Rate

| Compensation Grade | Minimum | Top of Q1 | Midpoint | Top of Q3 | Maximum |
|--------------------|---------|-----------|----------|-----------|---------|
| CR-06 | \$16.06 | \$17.57 | \$19.07 | \$20.58 | \$22.08 |
| CR-07 | \$16.87 | \$18.45 | \$20.03 | \$21.62 | \$23.20 |
| CR-08 | \$17.71 | \$19.37 | \$21.03 | \$22.69 | \$24.35 |
| CR-09 | \$18.59 | \$20.34 | \$22.08 | \$23.82 | \$25.56 |
| CR-10 | \$19.52 | \$21.35 | \$23.18 | \$25.01 | \$26.84 |
| CR-11 | \$20.51 | \$22.43 | \$24.35 | \$26.28 | \$28.20 |
| CR-12 | \$21.52 | \$23.54 | \$25.56 | \$27.58 | \$29.59 |
| CR-13 | \$22.60 | \$24.72 | \$26.84 | \$28.96 | \$31.08 |

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

Fiscal Impact:

Contract Amount (if applicable):

Draft Bill Attached?