



Legislation Details (With Text)

File #: 21-0820 **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 to make pay range adjustments and changes to employee pay rates to be effective on January 1, 2022 in response to the city contractor/city employee minimum wage ordinance. The Committee approved filing this item at its meeting on 7-27-21.

Sponsors:

Indexes: Zach Rothmier

Code sections:

Attachments: 1. BR21 0820 OHR Classification and Pay Plan Minimum Wage, 2. CB21-0820 - Minimum Wage, 3. 21-0820 Filed Bill_Minimum Wage, 4. 21-0820 - signed, 5. 21-0820 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:	Lori Schumann
Email:	Lori.Schumann@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 to make pay range adjustments and changes to employee pay rates to be effective on January 1, 2022 in response to the city contractor/city employee minimum wage ordinance. 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.

POSTING IS REQUIRED

Classification Notice No. 1683

To: Agency Heads and Employees
From: Karen Niparko, Executive Director of the Office of Human Resources
Date: July 02, 2021
Subject: Proposed Changes to the Classification and Pay Plan

The proposed changes amend the Classification and Pay Plan. Based upon an analysis it is recommended that changes be made to the Classification and Pay Plan which includes pay range adjustments and changes to employee pay rates to be effective on January 1, 2022.

In 2019, the Mayor's Office and City Council established minimum wage policies affecting all employers and employees in the City and County of Denver. The city's current minimum wage ordinance hourly rate is \$15.00 per hour and is required to increase to \$15.87 on January 1, 2022. Based upon review it is recommended that changes be made to the classification and pay plan which includes pay range adjustments and changes to employee pay rates to be no less than \$15.87, effective on January 1, 2022.

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>](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.%20branchaud@denvergov.org>](mailto:george.%20branchaud@denvergov.org) at (720) 913-5650 no later than noon on Tuesday, July 13, 2021.

Current Pay Grades and Ranges

Compensation Grade	Minimum	Top of Q1	Midpoint	Top of Q3	Maximum
A-411	\$15.61	\$16.08	\$16.56	\$17.06	\$17.57
CR-05	\$15.00	\$16.40	\$17.81	\$19.22	\$20.62
CR-FLR	\$15.00	\$15.00	\$15.00	\$15.00	\$15.00
NE-05	\$15.00	\$16.88	\$18.75	\$20.63	\$22.50

Proposed Pay Grades and Ranges

Compensation Grade	Minimum	Top of Q1	Midpoint	Top of Q3	Maximum
A-411	\$15.87	\$16.39	\$16.90	\$17.42	\$17.93
CR-05	\$15.87	\$17.36	\$18.84	\$20.33	\$21.81
CR-FLR	\$15.87	\$15.87	\$15.87	\$15.87	\$15.87
NE-05	\$15.87	\$17.86	\$19.84	\$21.83	\$23.81

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

Fiscal Impact:

Contract Amount (if applicable):

Draft Bill Attached?