



Legislation Details (With Text)

File #: 17-1082 **Version:** 1

Type: Bill **Status:** Passed

File created: 9/25/2017 **In control:** Finance & Governance Committee

On agenda: 10/3/2017 **Final action:** 10/23/2017

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.
Changes the pay grade for Outreach Case Coordinator from A-613 to A-615, Outreach Case Coordinator Supervisor from A-807 to A-809, Program Quality Assurance Technician from A-615 to A-617, Workers' Compensation Claims Supervisor from A-810 to A-812, Staff Tax Auditor from V-619 to V-620, Senior Tax Auditor from V-810 to V-811, Lead Tax Auditor from V-811 to V-812, and Tax Audit Supervisor from V-813 to V814. The Committee approved filing this resolution by consent on 10-3-17.

Sponsors:

Indexes: Shelley Smith

Code sections:

Attachments: 1. BR17 1082 OHR Pay Survey Amendments, 2. CB17-1082 - Pay Survey Amendments.pdf, 3. 17-1082- signed.pdf, 4. 17-1082 Filed Bill_Ordinance Amending Classification and Pay Plan for Employees in the Career Service and certain not in career service

Date	Ver.	Action By	Action	Result
10/26/2017	1	Mayor	signed	
10/24/2017	1	Council President	signed	
10/23/2017	1	City Council	placed upon final consideration and do pass	Pass
10/16/2017	1	City Council	ordered published on first reading	
10/3/2017	1	Finance & Governance Committee	approved by consent	

OHR/CSA Request Template

Date Submitted: 09-26-17

Requesting Agency: Office of Human Resources
Division:

- **Name:** Nicole de Gioia-Keane
- **Phone:** 720-913-5643
- **Email:** Nicole.deGioia-Keane@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.

Changes the pay grade for Outreach Case Coordinator from A-613 to A-615, Outreach Case Coordinator Supervisor from A-807 to A-809, Program Quality Assurance Technician from A-615 to A-617, Workers' Compensation Claims Supervisor from A-810 to A-812, Staff Tax Auditor from V-619 to V-620, Senior Tax Auditor from V-810 to V-811, Lead Tax Auditor from V-811 to V-812, and Tax Audit Supervisor from V-813 to V814. The Committee approved filing this resolution by consent on 10-3-17.

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.

In April 2017, the Career Service Board approved the annual Pay Survey market analysis. Included in those recommendations, were individual pay grade adjustments and corresponding employee pay increase effective 1/1/2018 for 142 classifications. The approved individual pay grade adjustments created unanticipated issues within certain existing organizational career paths and structure for classifications who have relationships to other classifications who were approved for an individual pay grade adjustment. This is a request to amend the 2017 Pay Survey market analysis and add additional classification titles that were not included in the original list of approved individual pay grade adjustments. These classifications are proposed to receive an individual pay grade adjustment and the employees would receive the associated pay grade increases effective 1/1/2018. The additional classifications are used at Denver Human Services and the Department of Finance.

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

Fiscal Impact: This has a total annual budget impact of \$394,507.

Contract Amount (if applicable):

Draft Bill Attached?