



Legislation Details (With Text)

**File #:** 22-1359      **Version:** 1

**Type:** Bill      **Status:** Passed

**File created:** 10/24/2022      **In control:** Finance & Governance Committee

**On agenda:** 11/21/2022      **Final action:** 11/21/2022

**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 creating five new bilingual Social Case Worker classifications as well as changing the pay grade of Social Case Worker series and Therapists (Licensed, Supervisor, and Unlicensed). The Committee approved filing this item at its meeting on 11-1-2022.

**Sponsors:**

**Indexes:** Mar'quasa Maes

**Code sections:**

**Attachments:** 1. BR22-1359\_OHR\_Social Case Worker, 2. 22-1359 Filed Bill\_Social Case Worker, 3. 22-1359 Filed Bill\_Social Case Worker, 4. 22-1359 - signed, 5. 22-1359 For an ordinance amending the classification and pay plan for employees in

Date	Ver.	Action By	Action	Result
11/22/2022	1	Mayor	signed	
11/21/2022	1	Council President	signed	
11/21/2022	1	City Council	placed upon final consideration and do pass	Pass
11/14/2022	1	City Council	ordered published	
11/1/2022	1	Finance & Governance Committee	approved by consent	Pass

**OHR/CSA Request Template**

**Submitted By:** Alex Marvin

**Date Submitted:** 10-31-2022

**Requesting Agency:** Office of Human Resources  
**Division:**

**Subject Matter Expert Name:** Conor Wildt  
**Email Address:** [Conor.Wildt@denvergov.org](mailto:Conor.Wildt@denvergov.org)  
**Phone Number:**

**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 creating five new bilingual Social Case Worker classifications as well as changing the pay grade of Social Case Worker series and Therapists (Licensed, Supervisor, and Unlicensed). The Committee approved filing this item at its meeting on 11-1-2022.

**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. 1742**

**To:** Agency Heads and Employees  
**From:** Kathy Nesbitt, Executive Director of the Office of Human Resources  
**Date:** October 7, 2022  
**Subject:** Proposed Change to the Classification and Pay Plan

**The proposed change amends the Classification and Pay Plan by creating five new bilingual Social Case Worker classifications as well as changing the pay grade of Social Case Worker series and Therapists (Licensed, Supervisor, and Unlicensed).**

This study addresses the emergent need for qualified Social Case Workers within Denver Human Services. The two core components of this study include increasing the pay grades assigned to the five levels of the Social Case Worker classification series by one pay grade and establishing a new classification series for positions assigned to 70% or more bilingual social case work. Additionally, the Therapist classification series used within the Denver Sheriff's Department has a pay relationship to the Social Case Worker series, therefore, it is proposed to raise this classification series by one pay grade as well.

**NEW CLASSIFICATIONS**

<b>Proposed Classification Title</b>	<b>Proposed Pay Grade</b>	<b>Proposed Range</b>
Social Case Worker Bilingual	EX07	(\$53,574,986-\$88,397)
Social Case Worker Senior Bilingual	EX08	(\$57,860,76,665-\$95,469)
Social Case Worker Lead Bilingual	EX09	(\$62,488,82,797-\$103,105)
Social Case Worker Supervisor Bilingual	EX11	(\$72,887,96,576-\$120,264)
Social Case Worker Administrator	EX12	(\$78,718,104,302-\$129,885)

**PAY GRAD CHANGES**

<b>Current Classification Title</b>	<b>Current Pay Grade</b>	<b>Current Range</b>	<b>Proposed Pay Grade</b>	<b>Proposed Range</b>
Social Case Worker	EX06	(\$49,605,65,727-\$81,848)	EX07	(\$53,574,986-\$88,397)
Social Case Worker Hourly	EX06	(\$49,605,65,727-\$81,848)	EX07	(\$53,574,986-\$88,397)
Social Case Worker Lead	EX08	(\$57,860,76,665-\$95,469)	EX09	(\$62,488,82,797-\$103,105)
Social Case Worker Senior	EX07	(\$53,574,986-\$88,397)	EX08	(\$57,860,76,665-\$95,469)
Social Case Worker Staff	NE10	(\$20,475,25.59-\$30.71)	NE11	(\$21,705,27.13-\$32.55)
Social Case Worker Supervisor	EX10	(\$67,488,89,422-\$111,355)	EX11	(\$72,887,96,576-\$120,264)
Therapist Unlicensed	NE13	(\$24.38-\$30.48-\$36.57)	NE14	(\$25.34-\$32.31-\$39.28)
Therapist Licensed	NE14	(\$25.34-\$32.31-\$39.28)	NE15	(\$26.86-\$34.25-\$41.63)
Therapist Supervisor	EX09	(\$62,488,82,797-\$103,105)	EX10	(\$67,488,89,422-\$111,355)

**Public Notice of Changes**

The scheduled time for the public hearing is **Thursday, October 20, 2022, at 9:00 AM** in the Webb Municipal Building, Career Service Hearings Office on the 1<sup>st</sup> floor, located at 201 West Colfax Avenue, Denver, CO 80202.

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, October 20, 2022](mailto:compensation@denvergov.org). 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 Frances Trujillo [frances.trujillo@denvergov.org](mailto:frances.trujillo@denvergov.org) [by \(720\) 913-5168 no later than noon on Tuesday, October 18, 2022](mailto:frances.trujillo@denvergov.org).

Career Service Rule 7-37 Effective Dates, Section A: If it is determined that changes to the classification and pay plan are necessary, the effective date of any resulting changes to the classification and 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 and 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.

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

**Classification and pay**

**Fiscal Impact:**

**Contract Amount (if applicable):**

**Draft Bill Attached?**