

City and County of Denver

Legislation Details (With Text)

File #:	22-1	359	Version:	1			
Туре:	Bill				Status:	Passed	
File created:	10/2	4/2022			In control:	Finance & Governance Committee	
On agenda:	11/2	1/2022			Final action	: 11/21/2022	
Title:	and Ame class (Lice	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 F	President		:	signed	
11/21/2022	1	City Cou	ncil			placed upon final consideration and do pass	Pass
11/14/2022	1	City Cou	ncil		(ordered published	
11/1/2022	1	Finance	& Governanc	e Co	ommittee	approved by consent	Pass
11/1/2022	1	Finance	& Governanc	e Co	ommittee	approved by consent	Ρ

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 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 **<u>not</u>** 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

То:	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 CLASSFICATIONS

posed Classification Title ial C

posed Classification Title	Proposed Pay Gratenge
ial Case Worker Bilingual	EX07 (\$53,57470,986\$88,397)
ial Case Worker Senior Bilingual	EX08 (\$57,86 \$ 76,665\$95,469)
ial Case Worker Lead Bilingual	EX09 (\$62,48 \$ 82,797\$103,105)
ial Case Worker Supervisor Bilingual	EX11 (\$72,88\$96,576\$120,264)
ial Case Worker Administrator	EX12 (\$78,71\$104,302\$129,885)

PAY GRADEHANGES

Current Classification Title	Current Pay Gerkange	Proposed Pay Gratenge
Social Case Worker	EX-06 (\$49,60565,727581,848)	EX-07 (\$53,5 7 \$#70,98 6 88,397)
Social Case Worker Hourly	EX06 (\$49.60 \$ 65.727\$81.848)	EX07 (\$53,57 \$ 70,986\$88,397)
Social Case Worker Lead	EX-08 (\$57,86 \$ 76,665\$95,469)	EX09 (\$62,48 \$ 82,797\$103,105)
Social Case Worker Senior	EX07 (\$53.57 \$ 70.986\$88.397)	EX08 (\$57,86 \$ 76,665\$95,469)
SociaCase Worker Staff	NE10 (\$20.47\$25.59\$30.71)	NE11 (\$21.70\$27.13\$32.55)
Social Case Worker Supervisor	EX10 (\$67,48 8 89,422\$111,355	EX11 (\$72,88\$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 (\$26.86534.25\$41.63)
Therapist Supervisor	EX-09 (\$62,48 8 82,797\$103,105	EX10 (\$67,48 8 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 1st floor, located at 201 West Colfax Avenue, Denver, CO 80202.

Please submit any questions or comments on this proposal in writing to <u>compensation@denvergov.org</u> <mailto:compensation@denvergov.org> by 8:00 AM on Thursday, October 20, 2022. 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> at (720) 913-5168 no later than noon on Tuesday, October 18, 2022.

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?