



Legislation Details (With Text)

File #: 20-1406 **Version:** 1

Type: Bill **Status:** Passed

File created: 11/19/2020 **In control:** Finance & Governance Committee

On agenda: 12/21/2020 **Final action:** 12/21/2020

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 for pay range adjustments, pay grade abolishments, and changes to employee pay rates to be effective on January 1, 2021. The Committee approved filing this item at its meeting on 12-1-20.

Sponsors:

Indexes: Zach Rothmier

Code sections:

Attachments: 1. BR20 1406 OHR Pay Plan & Classification Minimum Wage, 2. CB20-1406 - Minimum Wage Increase 2021.pdf, 3. 20-1406 Filed Bill_Minimum Wage Increase 2021, 4. 20-1406 - signed, 5. 20-1406 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

Date	Ver.	Action By	Action	Result
12/22/2020	1	Mayor	signed	
12/21/2020	1	Council President	signed	
12/21/2020	1	City Council	placed upon final consideration and do pass	Pass
12/14/2020	1	City Council	ordered published	
12/1/2020	1	Finance & Governance Committee	approved by consent	

OHR/CSA Request Template

Date Submitted: 11-19-20

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 for pay range adjustments, pay grade abolishments, and changes to employee pay rates to be effective on January 1, 2021. The Committee approved filing this item at its meeting on 12-1-20.

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.

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, pay grade abolishments, and changes to employee pay rates to be effective on January 1, 2021.

The City and County of Denver has approved to the city’s minimum hourly wage rates with the following schedule: the current rate of \$14.00 effective July 1, 2020, the required rate of \$14.77 on January 1, 2021, and the future required rates of \$15.00 on July 1, 2021 and \$15.87 on January 1, 2022. Based upon an analysis it is recommended that changes be made to the classification and pay plan which includes pay range adjustments, abolishment of certain ranges, and pay grade changes, along with changes to employee pay rates to be no less than \$14.77, effective on January 1, 2021.

CLASSIFICATION PAY GRADE CHANGES

Job Code	Class Title	Current Grade	Current Range	Proposed Grade	Proposed Range
RG2110	Activities Leader Non-Certified	Z-118	(\$14.27-16.91-19.55)	Z-118	(\$14.77-17.54-20.31)
AC1520	Administrative Support Assistant I	C-606	(\$14.00-17.22-20.44)	C-607	(\$14.77-18.17-21.56)
BC1518	Administrative Support Assistant I	C-606	(\$14.00-17.22-20.44)	C-607	(\$14.77-18.17-21.56)
CC1480	Administrative Support Assistant I	C-606	(\$14.00-17.22-20.44)	C-607	(\$14.77-18.17-21.56)
LC1482	Administrative Support Assistant I	C-606	(\$14.00-17.22-20.44)	C-607	(\$14.77-18.17-21.56)
MC2429	Administrative Support Assistant I	C-606	(\$14.00-17.22-20.44)	C-607	(\$14.77-18.17-21.56)
VC1521	Administrative Support Assistant I	C-606	(\$14.00-17.22-20.44)	C-607	(\$14.77-18.17-21.56)
YC1478	Administrative Support Assistant I	C-606	(\$14.00-17.22-20.44)	C-607	(\$14.77-18.17-21.56)
CO2645	Clinical Care Technician	O-605	(\$14.25-17.53-20.81)	O-605	(\$14.77-18.17-21.56)
CJ1877	Custodian	J-607	(\$14.00-17.22-20.44)	J-608	(\$14.77-18.17-21.56)
LJ1878	Custodian	J-607	(\$14.00-17.22-20.44)	J-608	(\$14.77-18.17-21.56)
CJ2977	Custodian Lead	J-608	(\$14.18-17.44-20.70)	J-609	(\$14.83-18.24-21.65)
LJ1946	Custodian Lead	J-608	(\$14.18-17.44-20.70)	J-609	(\$14.83-18.24-21.65)
CO2642	Dental Assistant	O-605	(\$14.25-17.53-20.81)	O-605	(\$14.77-18.17-21.56)
CJ2525	Food Service Worker	J-607	(\$14.00-17.22-20.44)	J-608	(\$14.77-18.17-21.56)
CG2943	Golf Cart Attendant	Z-117	(\$14.00-16.59-19.18)	Z-118	(\$14.77-17.54-20.31)
RG2944	Golf Sales Associate	Z-118	(\$14.27-16.91-19.55)	Z-118	(\$14.77-17.54-20.31)
CG2378	Golf Starter and Ranger	Z-117	(\$14.00-16.59-19.18)	Z-118	(\$14.77-17.54-20.31)

CJ2546	Laundry Worker	J-607	(\$14.00-17.22-20.44)	J-608	(\$14.77-18.17-21.56)
LG2888	Library Aide	Z-117	(\$14.00-16.59-19.18)	Z-118	(\$14.77-17.54-20.31)
RG2401	Lifeguard	Z-117	(\$14.00-16.59-19.18)	Z-118	(\$14.77-17.54-20.31)
CG2113	Park Seasonal Laborer	Z-117	(\$14.00-16.59-19.18)	Z-118	(\$14.77-17.54-20.31)
CC2741	Pool Coordinator	C-607	(\$14.54-17.89-21.23)	C-607	(\$14.77-18.17-21.56)
TB0017	Public Safety Cadet	B-403	(\$14.00)	B-403	(\$14.77)
RG2909	Recreation Assistant	Z-117	(\$14.00-16.59-19.18)	Z-118	(\$14.77-17.54-20.31)
CA2583	Recreation Instructor	A-607	(\$14.74-18.13-21.52)	A-607	(\$14.77-18.17-21.56)
RG2121	Sports Official Non-Certified	Z-118	(\$14.27-16.91-19.55)	Z-118	(\$14.77-17.54-20.31)
RG2347	Usher I	Z-117	(\$14.00-16.59-19.18)	Z-118	(\$14.77-17.54-20.31)
TA1585	Youth Assistant	A-403	(\$14.00)	A-403	(\$14.77)
CA3142	Youth Operative Associate	A-605	(\$14.00-17.22-20.44)	A-607	(\$14.77-18.17-21.56)

CURRENT PAY GRADES AND RANGES

Compensation Grade	Pay Range Minimum	Q2 Minimum	Q3 Minimum/ Range Midpoint	Q4 Minimum	Pay Range Maximum
A-403	\$14.00	\$14.00	\$14.00	\$14.00	\$14.00
A-607	\$14.74	\$16.44	\$18.13	\$19.83	\$21.52
B-403	\$14.00	\$14.00	\$14.00	\$14.00	\$14.00
C-607	\$14.54	\$16.21	\$17.89	\$19.56	\$21.23
J-608	\$14.18	\$15.81	\$17.44	\$19.07	\$20.70
O-605	\$14.25	\$15.89	\$17.53	\$19.17	\$20.81
Z-118	\$14.27	\$15.59	\$16.91	\$18.23	\$19.55

PROPOSED PAY GRADES AND RANGES

Compensation Grade	Pay Range Minimum	Q2 Minimum	Q3 Minimum/ Range Midpoint	Q4 Minimum	Pay Range Maximum
A-403	\$14.77	\$14.77	\$14.77	\$14.77	\$14.77
A-607	\$14.77	\$16.47	\$18.17	\$19.86	\$21.56
B-403	\$14.77	\$14.77	\$14.77	\$14.77	\$14.77
C-607	\$14.77	\$16.47	\$18.17	\$19.86	\$21.56
J-608	\$14.77	\$16.47	\$18.17	\$19.86	\$21.56
O-605	\$14.77	\$16.47	\$18.17	\$19.86	\$21.56
Z-118	\$14.77	\$16.16	\$17.54	\$18.93	\$20.31

ABOLISHED PAY GRADES AND RANGES

Compensation Grade	Pay Range Minimum	Pay Range Maximum
A-605	\$14.00	\$20.44
A-606	\$14.10	\$20.59

C-606	\$14.00	\$20.44
E-609	\$14.45	\$21.10
I-607	\$14.37	\$20.98
J-607	\$14.00	\$20.44
L-606	\$14.08	\$20.56
L-607	\$14.72	\$21.49
N-608	\$14.16	\$20.67
V-607	\$14.15	\$20.66
Z-117	\$14.00	\$19.18

Per Career Service Rule 7-37 A - "If it is determined that changes to the Classification & Pay Plan are necessary, the effective date of any resulting changes to the Classification & 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 & 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):

Fiscal Impact:

Contract Amount (if applicable):

Draft Bill Attached?