



Legislation Text

File #: 22-1164, Version: 1

**OHR/CSA Request Template**

**Submitted By: Alena Duran**

**Date Submitted: 9-26-2022**

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

**Subject Matter Expert Name:** Greg Thress

**Email Address:** Greg.Thress@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 changing the pay grades of Park Ranger, Park Ranger Senior, and Park Ranger Supervisor. The Committee approved filing this item at its meeting on 9-27-2022.

**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. 1736**

**To:** Agency Heads and Employees  
**From:** Kathy Nesbitt, Executive Director of the Office of Human Resources  
**Date:** September 2, 2022  
**Subject:** Proposed Change to the Classification and Pay Plan

**The proposed change amends the Classification and Pay Plan by changing the pay grades of the Park Ranger, Park Ranger Senior, and Park Ranger Supervisor.**

The Office of Human Resources Classification and Compensation Division was requested by the Parks Division of Denver Parks and Recreation to conduct a pay study for Park Ranger classifications to ensure pay ranges are competitive due to turnover and expansion of job duties. Per a review of market data, pay grade adjustments are being proposed.

#### **PAY GRADE CHANGES**

<b><u>Classification Title</u></b>	<b><u>Current Pay Grade/Range</u></b>	<b><u>Proposed Pay Grade/Range</u></b>
Park Ranger	NE-09 (\$19.31 - \$24.14 - \$28.97)	NE-11 (\$21.70 - \$27.13 - \$32.55) Ranger
Senior	NE-11 (\$21.70 - \$27.13 - \$32.55)	NE-14 (\$25.34 - \$32.31 - \$39.28)
Park Ranger Supervisor	EX-08 (\$57,860 - 76,664 - 95,469)	EX-09 (\$62,488 - \$82,797 - \$103,105)

#### **Public Notice of Changes**

The scheduled time for the public hearing is **Thursday, September 15, 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, September 15, 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) [at \(720\) 913-5168 no later than noon on Tuesday, September 13, 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):**  
**Pay and classification**

**Fiscal Impact:**

**Contract Amount (if applicable):**

**Draft Bill Attached?**