



Legislation Text

File #: 17-0367, Version: 1

OHR/CSA Request Template

Date Submitted: 03-21-17

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.

Revises the Community Rate Salary and Training and Intern Salary schedules for City employees to comply with the State increase in minimum wage for 2017 from \$8.31 per hour to \$9.30 per hour, abolishes certain pay grades and associated ranges, and moves all classes in the Short Range schedule to the Community Rate schedule. The Committee approved filing this bill by consent on 3-28-17.

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.

The State of Colorado approved an increase of the state's minimum wage for 2017 from \$8.31 per hour to \$9.30 per hour. Subsequent increases will be in \$0.90 per hour increments annually until minimum wage reaches \$12.00 per hour effective January 1, 2020, and then will be adjusted based on a cost of living calculation thereafter.

In order to align with this change, a review of the current pay ranges was done to comply with the minimum wage increase.

First, it was found that two pay grades in the Training & Intern Schedule were below the \$9.30. Within these pay grades, two classes were affected: Mayor's Youth Worker and Recreation Trainee. We are changing the rate of pay grade 403-A from \$8.31 per hour to \$9.30 per hour. It is recommended to move Mayor's Youth Worker from 402-A to pay grade 403-A so it is no longer below minimum wage. Lastly, we are abolishing pay grade 402-A since the range will not have a classification tied to it.

Secondly, we are recommending to abolish pay grade 110-Z and 310-Z since there is only one classification in each of these pay grades and the range minimums are below minimum wage. We are increasing pay grade 111-Z to reflect the minimum wage increase and changed the pay grade of Recreation Assistant from 110-Z to 111-Z. Usher is currently in pay grade 310-Z and is moving to pay grade 111-Z as well. Both of these recommendations are based upon a midpoint-to-midpoint match.

Lastly, a review of the Short Range schedule determined that it would be an administrative burden to continue to revise two pay schedules where the classifications perform similar type and level of duties and are seasonal or on-call employees. It is therefore recommended to simplify our pay schedules by removing all classifications that currently reside in the Short Range schedule and move them into the Community Rate schedule. Because the short range schedule will now be vacant, we are recommending to abolish the entire short range schedule. These proposals are based upon a midpoint-to-midpoint match. The classes that are recommended to move from Short Range to Community Rate include Golf Cart Attendant, Library Aide, Park Seasonal Laborer, Golf Starter and Ranger, and Boating Ranger

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

Fiscal Impact:

Contract Amount (if applicable):

Draft Bill Attached?