



Legislation Text

File #: 17-1082, Version: 1

**OHR/CSA Request Template**

**Date Submitted:** 09-26-17

**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.**

Changes the pay grade for Outreach Case Coordinator from A-613 to A-615, Outreach Case Coordinator Supervisor from A-807 to A-809, Program Quality Assurance Technician from A-615 to A-617, Workers' Compensation Claims Supervisor from A-810 to A-812, Staff Tax Auditor from V-619 to V-620, Senior Tax Auditor from V-810 to V-811, Lead Tax Auditor from V-811 to V-812, and Tax Audit Supervisor from V-813 to V814. The Committee approved filing this resolution by consent on 10-3-17.

**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.*

In April 2017, the Career Service Board approved the annual Pay Survey market analysis. Included in those recommendations, were individual pay grade adjustments and corresponding employee pay increase effective 1/1/2018 for 142 classifications. The approved individual pay grade adjustments created unanticipated issues within certain existing organizational career paths and structure for classifications who have relationships to other classifications who were

approved for an individual pay grade adjustment. This is a request to amend the 2017 Pay Survey market analysis and add additional classification titles that were not included in the original list of approved individual pay grade adjustments. These classifications are proposed to receive an individual pay grade adjustment and the employees would receive the associated pay grade increases effective 1/1/2018. The additional classifications are used at Denver Human Services and the Department of Finance.

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

**Fiscal Impact:** This has a total annual budget impact of \$394,507.

**Contract Amount (if applicable):**

**Draft Bill Attached?**