



Legislation Text

File #: 22-1357, Version: 1

**OHR/CSA Request Template**

**Submitted By: Alex Marvin**

**Date Submitted: 10-31-2022**

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

**Subject Matter Expert Name:** Susan O'Neill  
**Email Address:** Susan.Oneill@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 grade and ranges for the 911 Emergency Communication Technicians, 911 Dispatch Support Specialist, 911 Police Dispatchers, and the 911 Emergency Communication Supervisor. 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. 1743

To: 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 changing the pay grade and ranges for the 911 Emergency Communication Technicians, 911 Dispatch Support Specialist, 911 Police Dispatchers, and the 911 Emergency Communication Supervisor.

The Department of Safety 911 Communication Center requested an urgent market review of its 911 series of Emergency Communication Technicians, Dispatch Support Specialist, Police Dispatchers, and Emergency Communication Supervisors. This classification series has sustained significant market pressures due to the competitiveness of recruiting as well as the complexity and stress of the duties. The turnover rate for these classifications in 2022 year-to-date is 25.15%, and the 911 Communication Center is struggling to operate with a 21.6% vacancy rate.

**PAY GRADE CHANGES**

| Current Classification Title            | Current Pay Grade/Range            | Proposed Pay Grade/Range           |
|---|------------------------------------|------------------------------------|
| Emergency Communication Technician      | NE10 (\$20.47-\$25.59-\$30.71)     | NE13 (\$24.38-\$30.48-\$36.57)     |
| Emergency Communication Technician Lead | NE11 (\$21.75-\$27.13-\$32.55)     | NE14 (\$25.34-\$32.31-\$39.28)     |
| Dispatch Support Specialist             | NE12 (\$23.06-\$28.75-\$34.50)     | NE15 (\$26.86-\$34.25-\$41.63)     |
| Police Dispatcher                       | NE13 (\$24.38-\$30.48-\$36.57)     | NE16 (\$28.47-\$36.36-\$44.13)     |
| Police Dispatcher Lead                  | NE14 (\$25.34-\$32.31-\$39.28)     | NE17 (\$30.18-\$38.48-\$46.78)     |
| Emergency Communication Supervisor      | EX09 (\$62,488-\$89,421-\$103,105) | EX11 (\$72,887-\$96,575-\$120,264) |

**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 [compensation@denvergov.org](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?**