



Legislation Text

File #: 22-0894, Version: 1

**OHR/CSA Request Template**

**Submitted By: Blair Malloy**

**Date Submitted: 8-1-2022**

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

**Subject Matter Expert Name: Blair Malloy  
Email Address: Blair.Malloy@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 adjusting the pay ranges by 2.1% based on the annual market analysis. The Committee approved filing this item at its meeting on 8-2-2022.

**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. 1727**

**To:** Agency Heads and Employees  
**From:** Kathy Nesbitt, Executive Director of the Office of Human Resources  
**Date:** July 8, 2022  
**Subject:** Proposed Change to the Classification and Pay Plan

**The proposed change amends the Classification and Pay Plan by adjusting the city’s pay tables and ranges by 2.1%.**

As required by Sec. 18-5 of the Denver Revised Municipal Code (DRMC), the annual market analysis pay table adjustments ensure that the city’s pay tables and ranges are competitive with market rates. OHR proposes an adjustment to the city’s pay tables that are utilized by classifications in the scope of this study.

The proposed changes affect the following pay grades and ranges: NE-07 through NE-22, EX-05 through EX-26, and CR-06 through CR-13. This applies to non-exempt, exempt, and community rate pay ranges which are recommended to be increased by 2.1%.

**Current Pay Tables**

**Non-Exempt**

<b>Compensation Grade</b>	<b>Minimum</b>	<b>Top of Q1</b>	<b>Midpoint</b>	<b>Top of Q3</b>	<b>Maximum</b>
NE-07	\$17.19	\$19.34	\$21.49	\$23.64	\$25.79
NE-08	\$18.22	\$20.50	\$22.78	\$25.06	\$27.33
NE-09	\$19.31	\$21.73	\$24.14	\$26.56	\$28.97
NE-10	\$20.47	\$23.03	\$25.59	\$28.15	\$30.71
NE-11	\$21.70	\$24.42	\$27.13	\$29.84	\$32.55
NE-12	\$23.00	\$25.88	\$28.75	\$31.63	\$34.50
NE-13	\$24.38	\$27.43	\$30.48	\$33.53	\$36.57
NE-14	\$25.34	\$28.83	\$32.31	\$35.80	\$39.28
NE-15	\$26.86	\$30.56	\$34.25	\$37.94	\$41.63
NE-16	\$28.47	\$32.39	\$36.30	\$40.22	\$44.13
NE-17	\$30.18	\$34.33	\$38.48	\$42.63	\$46.78
NE-18	\$31.99	\$36.39	\$40.79	\$45.19	\$49.58
NE-19	\$33.91	\$38.58	\$43.24	\$47.90	\$52.56
NE-20	\$35.95	\$40.90	\$45.84	\$50.78	\$55.72
NE-21	\$38.10	\$43.34	\$48.58	\$53.82	\$59.06
NE-22	\$40.39	\$45.95	\$51.50	\$57.05	\$62.60

**Exempt**

<b>Compensation Grade</b>	<b>Minimum</b>	<b>Top of Q1</b>	<b>Midpoint</b>	<b>Top of Q3</b>	<b>Maximum</b>
EX-05	\$45,931.00	\$53,395.00	\$60,858.00	\$68,322.00	\$75,786.00
EX-06	\$49,605.00	\$57,666.00	\$65,727.00	\$73,788.00	\$81,848.00
EX-07	\$53,574.00	\$62,280.00	\$70,985.00	\$79,691.00	\$88,397.00
EX-08	\$57,860.00	\$67,262.00	\$76,664.00	\$86,067.00	\$95,469.00

EX-09	\$62,488.00	\$72,643.00	\$82,797.00	\$92,951.00	\$103,105.00
EX-10	\$67,488.00	\$78,455.00	\$89,421.00	\$100,388.00	\$111,355.00
EX-11	\$72,887.00	\$84,731.00	\$96,575.00	\$108,420.00	\$120,264.00
EX-12	\$78,718.00	\$91,510.00	\$104,301.00	\$117,093.00	\$129,885.00
EX-13	\$85,015.00	\$98,830.00	\$112,645.00	\$126,460.00	\$140,275.00
EX-14	\$91,816.00	\$106,736.00	\$121,656.00	\$136,576.00	\$151,496.00
EX-15	\$99,162.00	\$115,276.00	\$131,389.00	\$147,503.00	\$163,617.00
EX-16	\$105,111.00	\$123,506.00	\$141,900.00	\$160,295.00	\$178,689.00
EX-17	\$113,520.00	\$133,386.00	\$153,252.00	\$173,118.00	\$192,984.00
EX-18	\$122,601.00	\$144,057.00	\$165,512.00	\$186,967.00	\$208,422.00
EX-19	\$132,410.00	\$155,582.00	\$178,753.00	\$201,925.00	\$225,097.00
EX-20	\$143,002.00	\$168,028.00	\$193,053.00	\$218,078.00	\$243,103.00
EX-21	\$154,443.00	\$181,471.00	\$208,498.00	\$235,526.00	\$262,553.00
EX-22	\$166,798.00	\$195,988.00	\$225,177.00	\$254,367.00	\$283,557.00
EX-23	\$180,141.00	\$211,666.00	\$243,191.00	\$274,716.00	\$306,240.00
EX-24	\$194,553.00	\$228,600.00	\$262,647.00	\$296,694.00	\$330,740.00
EX-25	\$210,118.00	\$246,889.00	\$283,659.00	\$320,430.00	\$357,201.00
EX-26	\$226,927.00	\$266,640.00	\$306,352.00	\$346,064.00	\$385,776.00
EX-27	\$245,081.00	\$287,970.00	\$330,859.00	\$373,749.00	\$416,638.00
EX-28	\$264,687.00	\$311,008.00	\$357,328.00	\$403,648.00	\$449,968.00

**Community Rate**

Compensation Grade	Minimum	Top of Q1	Midpoint	Top of Q3	Maximum
CR-07	\$16.87	\$18.45	\$20.03	\$21.62	\$23.20
CR-08	\$17.71	\$19.37	\$21.03	\$22.69	\$24.35
CR-09	\$18.59	\$20.34	\$22.08	\$23.82	\$25.56
CR-10	\$19.52	\$21.35	\$23.18	\$25.01	\$26.84
CR-11	\$20.51	\$22.43	\$24.35	\$26.28	\$28.20
CR-12	\$21.52	\$23.54	\$25.56	\$27.58	\$29.59
CR-13	\$22.60	\$24.72	\$26.84	\$28.96	\$31.08

**Proposed Pay Tables**

**Non-Exempt**

Compensation Grade	Minimum	Top of Q1	Midpoint	Top of Q3	Maximum
NE-07	\$17.55	\$19.75	\$21.94	\$24.14	\$26.33

NE-08	\$18.61	\$20.94	\$23.26	\$25.59	\$27.92
NE-09	\$19.72	\$22.19	\$24.65	\$27.12	\$29.58
NE-10	\$20.90	\$23.52	\$26.13	\$28.74	\$31.35
NE-11	\$22.16	\$24.93	\$27.70	\$30.47	\$33.24
NE-12	\$23.48	\$26.42	\$29.35	\$32.29	\$35.22
NE-13	\$24.90	\$28.01	\$31.12	\$34.24	\$37.35
NE-14	\$25.87	\$29.43	\$32.99	\$36.55	\$40.10
NE-15	\$27.43	\$31.20	\$34.97	\$38.75	\$42.52
NE-16	\$29.07	\$33.07	\$37.06	\$41.06	\$45.06
NE-17	\$30.82	\$35.06	\$39.29	\$43.53	\$47.77
NE-18	\$32.67	\$37.16	\$41.65	\$46.15	\$50.64
NE-19	\$34.63	\$39.39	\$44.15	\$48.92	\$53.68
NE-20	\$36.71	\$41.76	\$46.80	\$51.85	\$56.90
NE-21	\$38.90	\$44.25	\$49.60	\$54.95	\$60.30
NE-22	\$41.24	\$46.91	\$52.58	\$58.25	\$63.92

**Exempt**

Compensation Grade	Minimum	Top of Q1	Midpoint	Top of Q3	Maximum
EX-05	\$50,000.00	\$ 58,125.00	\$ 66,250.00	\$74,375.00	\$82,500.00
EX-06	\$50,647.00	\$58,877.00	\$67,107.00	\$75,338.00	\$83,568.00
EX-07	\$54,699.00	\$63,588.00	\$72,476.00	\$81,365.00	\$90,253.00
EX-08	\$59,075.00	\$68,675.00	\$78,274.00	\$87,874.00	\$97,474.00
EX-09	\$63,801.00	\$74,169.00	\$84,536.00	\$94,904.00	\$105,272.00
EX-10	\$68,905.00	\$80,102.00	\$91,299.00	\$102,496.00	\$113,693.00
EX-11	\$74,417.00	\$86,510.00	\$98,603.00	\$110,696.00	\$122,788.00
EX-12	\$80,371.00	\$93,431.00	\$106,491.00	\$119,552.00	\$132,612.00
EX-13	\$86,801.00	\$100,906.00	\$115,011.00	\$129,117.00	\$143,222.00
EX-14	\$93,744.00	\$108,978.00	\$124,211.00	\$139,445.00	\$154,678.00
EX-15	\$101,244.00	\$117,696.00	\$134,148.00	\$150,601.00	\$167,053.00
EX-16	\$107,319.00	\$126,100.00	\$144,880.00	\$163,661.00	\$182,442.00
EX-17	\$115,904.00	\$136,187.00	\$156,470.00	\$176,754.00	\$197,037.00
EX-18	\$125,176.00	\$147,082.00	\$168,988.00	\$190,894.00	\$212,799.00
EX-19	\$135,190.00	\$158,849.00	\$182,507.00	\$206,165.00	\$229,823.00
EX-20	\$146,005.00	\$171,556.00	\$197,107.00	\$222,658.00	\$248,209.00
EX-21	\$157,686.00	\$185,281.00	\$212,876.00	\$240,471.00	\$268,066.00
EX-22	\$170,301.00	\$200,104.00	\$229,906.00	\$259,709.00	\$289,512.00
EX-23	\$183,924.00	\$216,111.00	\$248,298.00	\$280,485.00	\$312,671.00
EX-24	\$198,639.00	\$233,401.00	\$268,163.00	\$302,925.00	\$337,686.00

EX-25	\$214,530.00	\$252,073.00	\$289,616.00	\$327,159.00	\$364,701.00
EX-26	\$231,693.00	\$272,239.00	\$312,785.00	\$353,332.00	\$393,878.00
EX-27	\$250,227.00	\$294,017.00	\$337,807.00	\$381,597.00	\$425,386.00
EX-28	\$270,246.00	\$317,539.00	\$364,832.00	\$412,125.00	\$459,418.00

**Community Rate**

Compensation Grade	Minimum	Top of Q1	Midpoint	Top of Q3	Maximum
CR-07	\$17.26	\$18.86	\$20.45	\$22.05	\$23.65
CR-08	\$18.12	\$19.80	\$21.47	\$23.15	\$24.82
CR-09	\$19.02	\$20.78	\$22.54	\$24.30	\$26.06
CR-10	\$19.97	\$21.82	\$23.67	\$25.52	\$27.36
CR-11	\$20.98	\$22.92	\$24.86	\$26.80	\$28.74
CR-12	\$22.03	\$24.07	\$26.10	\$28.14	\$30.18
CR-13	\$23.12	\$25.26	\$27.40	\$29.54	\$31.67

**Public Notice of Changes**

The scheduled time for the public hearing is **Thursday, July 21, 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) <<mailto:compensation@denvergov.org>> by 8:00 AM on **Thursday, July 21, 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 George Branchaud [george.branchaud@denvergov.org](mailto:george.branchaud@denvergov.org) <<mailto:george.branchaud@denvergov.org>> at (720) 913-5650 no later than noon on **Tuesday, July 19, 2022**.

**Effective Date Rule:**

DRMC Sec. 18-5 requires the career service board to recommend pay table adjustments to the mayor and city council on or before August 1 of each year. Pay table adjustments recommended in the 2022 Market Analysis will be effective on January 1, 2023, i

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

**Classification and Pay**

**Fiscal Impact:**

**Contract Amount (if applicable):**

**Draft Bill Attached?**