



Legislation Details (With Text)

File #: 22-0990 **Version:** 1

Type: Bill **Status:** Passed

File created: 8/14/2022 **In control:** Finance & Governance Committee

On agenda: 9/19/2022 **Final action:** 9/19/2022

Title: 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 classifications and pay tables impacted by the minimum wage increasing to \$17.29 beginning 1-1-2023. The Committee approved filing this item at its meeting on 8-23-2022.

Sponsors:

Indexes: Mar'quasa Maes

Code sections:

Attachments: 1. B22-0990_OHR- 2023 Minimum Wage, 2. CB22-0990_ 2023 Minimum Wage, 3. 22-0990 Filed Bill_2023 Minimum Wage, 4. 22-0990 - signed, 5. 22-0990 For an ordinance amending the classification and pay plan for employees in

| Date | Ver. | Action By | Action | Result |
|-----------|------|--------------------------------|---|--------|
| 9/20/2022 | 1 | Mayor | signed | |
| 9/19/2022 | 1 | Council President | signed | |
| 9/19/2022 | 1 | City Council | placed upon final consideration and do pass | Pass |
| 9/12/2022 | 1 | City Council | ordered published | |
| 8/23/2022 | 1 | Finance & Governance Committee | approved by consent | Pass |

OHR/CSA Request Template

Submitted By: Alena Duran

Date Submitted: 8-22-2022

Requesting Agency: Office of Human Resource
Division:

Subject Matter Expert Name:

Email Address:

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 classifications and pay tables impacted by the minimum wage increasing to \$17.29 beginning 1-1-2023. The Committee approved filing this item at its meeting on 8-23-2022.

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.

See below.

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

Fiscal Impact:

Contract Amount (if applicable):

Draft Bill Attached?

Executive Summary

POSTING IS REQUIRED

Classification Notice No. 1728 - UPDATED POSTING

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 classifications and pay tables that will be impacted by the minimum wage increase to \$17.29.

In 2019, the Mayor's Office and City Council established minimum wage policies affecting all employers and employees in the City and County of Denver. The city's current minimum wage ordinance hourly rate is \$15.87 per hour and is required to increase on January 1, 2023. **This original posting on July 8, 2022, that was approved at the Career Service Board meeting on July 21, 2022, did not include a rate for 2023 pending official announcement by the city.** On August 9, 2022, the city announced the minimum wage of \$17.29, therefore the following changes must be made to the classification and pay plan, which includes certain pay range adjustments and abolishment of certain pay grades, and ensuring employee pay rates to be no less than the minimum wage rate, effective on January 1, 2023. Finally, certain classifications must change pay grade if the grade is being abolished in order to maintain grade distinctions between classifications in a series.

PAY TABLE CHANGES**Current Pay Tables****Non-Exempt**

| Compensation Grade | Minimum | Top of Q1 | Midpoint | Top of Q3 | Maximum |
|--------------------|---------|-----------|----------|-----------|---------|
| NE-06 | \$16.22 | \$18.25 | \$20.28 | \$22.31 | \$24.33 |

Community Rate

| Compensation Grade | Minimum | Top of Q1 | Midpoint | Top of Q3 | Maximum |
|--------------------|---------|-----------|----------|-----------|---------|
| CR-FLR | \$15.87 | \$15.87 | \$15.87 | \$15.87 | \$15.87 |
| CR-07 | \$16.87 | \$18.45 | \$20.03 | \$21.62 | \$23.20 |

Intern

| Compensation Grade | Minimum | Top of Q1 | Midpoint | Top of Q3 | Maximum |
|--------------------|---------|-----------|----------|-----------|---------|
| A-411 | \$15.87 | \$16.39 | \$16.90 | \$17.42 | \$17.93 |

Proposed Pay Tables**Non-Exempt**

| Compensation Grade | Minimum | Top of Q1 | Midpoint | Top of Q3 | Maximum |
|--------------------|---------|-----------|----------|-----------|---------|
| NE-06 | \$17.29 | \$19.45 | \$21.61 | \$23.78 | \$25.94 |

Community Rate

| Compensation Grade | Minimum | Top of Q1 | Midpoint | Top of Q3 | Maximum |
|--------------------|---------|-----------|----------|-----------|---------|
| CR-FLR | \$17.29 | \$17.29 | \$17.29 | \$17.29 | \$17.29 |
| CR-07 | \$17.29 | \$18.89 | \$20.49 | \$22.09 | \$23.69 |

Intern

| Compensation Grade | Minimum | Top of Q1 | Midpoint | Top of Q3 | Maximum |
|--------------------|---------|-----------|----------|-----------|---------|
| A-411 | \$17.29 | \$17.85 | \$18.41 | \$18.98 | \$19.54 |

GRADE AND RANGE ABOLISHMENT

| Compensation Grade | Minimum | Top of Q1 | Midpoint | Top of Q3 | Maximum |
|--------------------|---------|-----------|----------|-----------|---------|
| NE-05 | \$15.87 | \$17.86 | \$19.84 | \$21.83 | \$23.81 |
| CR-05 | \$15.87 | \$17.36 | \$18.84 | \$20.33 | \$21.81 |

| | | | | | |
|-------|---------|---------|---------|---------|---------|
| CR-06 | \$16.06 | \$17.57 | \$19.07 | \$20.58 | \$22.08 |
|-------|---------|---------|---------|---------|---------|

PAY GRADE CHANGES

| Job Profile Name | Current Pay Grade | Proposed Pay Grade 2023 |
|--------------------------------------|--------------------------|--------------------------------|
| Activities Leader Non-Certified | CR-05 | CR-07 |
| Administrative Support Assistant I | NE-05 | NE-06 |
| Administrative Support Assistant II | NE-06 | NE-07 |
| Administrative Support Assistant III | NE-07 | NE-08 |
| Clinical Care Technician | NE-05 | NE-06 |
| Community Health Worker Apprentice | NE-05 | NE-06 |
| Custodial Services Supervisor | NE-08 | NE-09 |
| Custodial Supervisor | NE-07 | NE-08 |
| Custodian | NE-05 | NE-06 |
| Custodian Lead | NE-06 | NE-07 |
| Food Service Worker | NE-05 | NE-06 |
| Golf Cart Attendant | CR-05 | CR-07 |
| Golf Player Ambassador | CR-05 | CR-07 |
| Golf Sales Associate | CR-05 | CR-07 |
| Laundry Supervisor | NE-06 | NE-07 |
| Laundry Worker | NE-05 | NE-06 |
| Library Aide | CR-05 | CR-07 |
| Lifeguard | CR-05 | CR-07 |
| Park Seasonal Laborer | CR-05 | CR-07 |
| Pool Coordinator | NE-05 | NE-06 |
| Public Safety Cadet | CR-FLR | CR-FLR |
| Recreation Assistant | CR-05 | CR-07 |
| Recreation Instructor | NE-05 | NE-06 |
| Recreation Services Representative | NE-05 | NE-06 |
| Security Officer | NE-05 | NE-06 |
| Sports Official Non-Certified | CR-05 | CR-07 |
| Stockkeeper I | NE-05 | NE-06 |
| Trades and Vocational Intern | A-411 | A-411 |
| Usher I | CR-05 | CR-07 |
| Usher II | CR-06 | CR-08 |
| Usher Lead | CR-08 | CR-09 |
| Veterinary Technician Apprentice | NE-05 | NE-06 |
| Youth Assistant | CR-FLR | CR-FLR |
| Youth Operative Associate | NE-05 | NE-06 |

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 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>](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:

These changes will be effective January 1, 2023 in compliance with DRMC.