



Legislation Details (With Text)

File #: 22-1360 **Version:** 1

Type: Bill **Status:** Passed

File created: 10/24/2022 **In control:** Finance & Governance Committee

On agenda: 11/21/2022 **Final action:** 11/21/2022

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 creating two classifications called Victim Advocate II and Victim Advocate Lead, revising the title of Victim Advocate to Victim Advocate I to encompass the duties of Victim Advocate and Victim Specialist, abolishing the Victim Specialist job classification, and changing the pay grade of the Victim Advocate I classification. The Committee approved filing this item at its meeting on 11-1-2022.

Sponsors:

Indexes: Mar'quasa Maes

Code sections:

Attachments: 1. BR22-1360_OHR_Victim Advocate Study, 2. 22-1360 Filed Bill_Victim Advocate Study, 3. 22-1360 Filed Bill_Victim Advocate Study, 4. 22-1360 - signed, 5. 22-1360 For an ordinance amending the classification and pay plan for employees in

Date	Ver.	Action By	Action	Result
11/22/2022	1	Mayor	signed	
11/21/2022	1	Council President	signed	
11/21/2022	1	City Council	placed upon final consideration and do pass	Pass
11/14/2022	1	City Council	ordered published	
11/1/2022	1	Finance & Governance Committee	approved by consent	Pass

OHR/CSA Request Template

Submitted By: Alex Marvin

Date Submitted: 10-31-2022

Requesting Agency: Office of Human Resources
Division:

Subject Matter Expert Name: Greg Thress
Email Address: Greg.Thress@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 creating two classifications called Victim Advocate II and Victim Advocate Lead, revising the title of Victim Advocate to Victim Advocate I to encompass the duties of Victim Advocate and Victim Specialist, abolishing the Victim Specialist job classification, and changing the pay grade of the Victim Advocate I classification. 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. 1735

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 creating two classifications called Victim Advocate II and Victim Advocate Lead, revising the title of Victim Advocate to Victim Advocate I to encompass the duties of Victim Advocate and Victim Specialist, abolishing the Victim Specialist job classification, and changing the pay grade of the Victim Advocate I classification.

The Office of Human Resources Classification and Compensation Division was requested separately by both the City Attorney's Office and the District Attorney's Office to conduct a classification and pay study to ensure that the Victim Advocates' pay grade ranges are appropriate due to a heightened increase in turnover. Market data for Victim Advocates was obtained to determine if there were pay differences among Victim Advocates assigned to other Police/Sheriff Departments, City/County Attorney Offices, and/or District Attorney Offices. The market data indicated that Victim Advocates in these three different types of jurisdictions are compensated similarly. Within the City and County of Denver, however, some differences in duties and levels of expertise exist among Victim Advocates within city agencies, including the Denver Police Department, City Attorney's Office, District Attorney's Office, and Denver County Court's Probation Division. Therefore, it is proposed that a new classification of Victim Advocate Lead be created with the assigned pay grade of NE-15 to assist victim advocate supervisors, that a new classification of Victim Advocate II be created with the assigned pay grade of NE-14, and that the job title of Victim Advocate be revised to Victim Advocate I with a pay grade change to NE-13, that the duties of the Victim Specialist be incorporated into the Victim Advocate I classification, and that the Victim Specialist classification be abolished.

NEW CLASSIFICATIONS

Classification Title	Pay Grade/Range
Victim Advocate	NE14 (\$25.34\$32.31\$39.28)
Victim Advocate Lead	NE15 (\$26.86\$34.25\$41.63)

CLASSIFICATION TITLE CHANGE

Current Classification Title	Proposed Classification Title
Victim Advocate	Victim Advocate I

PAY GRADE CHANGE

Classification Title	Current Pay Grade/Range	Proposed Pay Grade/Range
Victim Advocate I	NE12 (\$23.00\$28.75\$34.50)	NE13 (\$24.38\$30.48\$36.57)

CLASSIFICATION ABOLISHMENT

Current Classification Title	Current Pay Grade/Range
Victim Specialist	NE11 (\$21.70\$27.13\$32.55)

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>](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>](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?