



## Legislation Text

File #: 20-0370, Version: 1

### OHR/CSA Request Template

**Date Submitted:** 4-17-20

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

**Subject Matter Expert Name:**

Name: Blair Malloy

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#### 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 maintaining the current classification and pay plan for employees in the Career Service and for certain employees not in the Career Service without pay adjustments.**

Does not amend the Classification and Pay Plan by making pay range adjustments and pay grade changes based upon the annual market study of prevailing wages in the Denver metropolitan area. The Committee approved filing this item on 5-5-20.

**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.*

The proposed changes amend the Classification and Pay Plan. Based upon a market analysis it is recommended that changes be made to the Classification and Pay Plan which includes pay range adjustments and pay grade changes.

Per Career Service Rule 7-71 B), "The OHR shall perform an annual market analysis to determine what pay survey adjustments, if any, should be recommended for occupational groups and/or classifications covered by the classification and pay plan." The Denver Revised Municipal Code requires that the Career Service Board shall recommend classification and pay plan adjustments to the Mayor and City Council on or

before May 1 of each year. The implementation of the 2020 Pay Survey recommendations shall be consistent with ordinance provisions.

The proposed changes shall be posted on the appropriate bulletin boards, on the OHR Website at

<https://www.denvergov.org/content/denvergov/en/office-of-human-announcements/classification-notice.html>,  
<[https://www.denvergov.org/content/denvergov/en/office-of-human-](https://www.denvergov.org/content/denvergov/en/office-of-human-announcements/classification-notice.html)

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

**Fiscal Impact:**

**Contract Amount (if applicable):**

**Draft Bill Attached?**