Classification Notice No. 1366

To: Agency Heads and Employees
From: Nita Henry, Executive Director
Date: October 3, 2012
Subject: Proposed Change to the Classification and Pay Plan

The proposed change amends the Classification and Pay Plan by changing a multiple number of pay grades as a result of an external audit of our Pay Survey conducted in 2011.

Please see the attached document “Information on Impacted Classifications” for a list of the Job Codes, Classification Titles, Current Pay Grades, Proposed Pay Grades, and Supervisory Levels for all classifications that are changing pay grades in this classification notice.

CSA Compensation has been working on an initiative to consolidate and eliminate three occupational groups within the City’s Classification and Pay Plan. The recommendation to consolidate and eliminate occupational groups derived from an external audit of our Pay Survey conducted in 2011.

The occupational groups that are being consolidated are: (D) Doctors, (H) Health Technical & Related Support, and (T) Trades. Classifications in these occupational groups will be moved into an existing occupational group within the City’s Classification and Pay Plan. As part of the consolidation, the pay tables for (D) Doctors, (H) Health Technical & Related Support, and (T) Trades will be abolished.

Classifications in the Health Technical & Related Support and Health Professional occupational groups used by the Department of Human Services (DHS) will be moved into the Professional occupational group. Placing DHS classifications into one occupational group will provide opportunities to better align these classifications based on internal relationships.

Classifications in the Doctors and Health Technical & Related Support occupational groups will be combined into (O) Health Professional. This aligns all healthcare classifications used for Career Service employees at Denver Health into the same occupational group. To accommodate the variety of classifications to be housed in Health Professional, the non-exempt and exempt pay tables were adjusted. Lower pay ranges were removed and higher pay ranges were added to both non-exempt and exempt pay tables. All pay ranges were renumbered with new pay grades. It is also recommended to change the title of the Health Professional occupational group to Healthcare.

Classifications in the Trades occupational group will be combined into (J) Labor. To better describe the work performed by these classifications, it is recommended to change the title to Maintenance & Operations. In order to finalize and build support for pay grade recommendations for the trades classifications, CSA Compensation held meetings with labor and trades managers to address issues with internal relationships caused by combining the two groups.

The benefits of consolidating and eliminating occupational groups are listed below:

- Consolidation of occupational groups will allow CSA Compensation to better maintain internal equity among classifications typically used within a department/agency.
- The City’s Classification and Pay Plan will be better aligned with compensation best practices.
- The annual Pay Survey process will be simplified and streamlined.
- The number of benchmark classifications will increase in the remaining occupational groups, thus strengthening the pay relationship between the City’s classifications and the market.

The recommended effective date of this classification notice is October 21, 2012.

The Career Service Executive Personnel Director shall provide those appointing authorities who are affected with a draft of proposed changes in the plan, and notice shall be posted on appropriate bulletin boards at least thirteen calendar days from the date of this notice.
Public Notice of Changes:

The scheduled time for the public hearing is Thursday October 18, 2012 9:00 a.m. in the CSA Board Room, Room 4.F.6, Webb Municipal Building, 201 West Colfax Avenue.

Note: Please submit any questions or comments on this proposal in writing to Bruce Backer bruce.backer@denvergov.org, Career Service Authority, in care of Alena Martinez alena.martinez@denvergov.org by 8:00 a.m. on Wednesday, October 17, 2012. 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 at (720) 913-5168 no later than noon on Tuesday, October 16, 2012.
<table>
<thead>
<tr>
<th>CURRENT JOB CODE</th>
<th>NEW JOB CODE</th>
<th>CLASSIFICATION TITLE</th>
<th>CURRENT PAY GRADE</th>
<th>PROPOSED PAY GRADE</th>
<th>SUPERVISORY LEVEL</th>
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