

POSTING IS REQUIRED

Classification Notice No. 1357

To: Agency Heads and Employees
From: Christopher M.A. Lujan, Interim Director
Date: December 29, 2011
Subject: Proposed Change to the Classification and Pay Plan

The proposed change amends the Classification and Pay Plan by revising the Short Range Schedule A and Community Rate Schedule B. We are also changing the pay grades of Recreation Facility Assistant from 220-Y to 219-Y and Park Seasonal Laborer from 226-Y to 225-Y.

The State of Colorado approved an increase of the state's minimum wage for 2012 from \$7.36 per hour to \$7.64 per hour. In order to comply with this change, a review of the Classification and Pay Plan indicated two classifications that will fall below the new minimum wage on January 1, 2012. These classifications are Recreation Aide and Usher. In order to comply with the new minimum wage rate, the pay grades in the Short Range Schedule A and Community Rate Schedule B will be revised. Other impacted classes are the Recreation Facility Assistant and Park Seasonal Laborer, who will be assigned new pay grades using the revised pay tables.

REVISED PAY SCHEDULE

Short Range Schedule A
Community Rate Schedule B

PAY GRADE AND/OR RANGE CHANGE

<u>Current Job Code:</u>	<u>Current Classification Title:</u>	<u>Present Pay Grade:</u>
CG2115	Recreation Aide	211-Y \$7.40 - \$8.28
CG2116	Recreation Facility Assistant	220-Y \$9.23 - \$10.34
CG2113	Park Seasonal Laborer	226-Y \$10.71 - \$12.00
RG2347	Usher	310-Z \$7.40 - \$13.30

Proposed Pay Grade and Range:

211-Y \$7.64 - \$8.56
219-Y \$9.32 - \$10.44
225-Y \$10.80 - \$12.10
310-Z \$7.64 - \$13.78

Proposed Effective Date: The proposed effective date is **January 1, 2012** to comply with the state regulations.

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 January 19, 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 **Thursday, January 12, 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 Leon Duran leon.duran@denvergov.org at (720) 913-5168 no later than noon on **Tuesday, January 17, 2012**.

Proposed 2012 Minimum Wage Changes

PROPOSED SHORT RANGE SCHEDULE					
PAY GRADE	Range Minimum	3rd Quartile Minimum (Range Midpoint)			Range Maximum
		2nd Quartile Minimum	3rd Quartile	4th Quartile Minimum	
SCHEDULE A					
211-Y	7.64	7.87	8.10	8.33	8.56
212-Y	7.83	8.07	8.30	8.54	8.77
213-Y	8.03	8.27	8.51	8.75	8.99
214-Y	8.23	8.48	8.73	8.97	9.22
215-Y	8.44	8.69	8.95	9.20	9.45
216-Y	8.65	8.91	9.17	9.43	9.69
217-Y	8.87	9.14	9.40	9.67	9.93
218-Y	9.09	9.36	9.64	9.91	10.18
219-Y	9.32	9.60	9.88	10.16	10.44
220-Y	9.55	9.84	10.13	10.41	10.70
221-Y	9.79	10.08	10.38	10.67	10.96
222-Y	10.03	10.33	10.63	10.93	11.23
223-Y	10.28	10.59	10.90	11.20	11.51
224-Y	10.54	10.86	11.17	11.49	11.80
225-Y	10.80	11.13	11.45	11.78	12.10
226-Y	11.07	11.40	11.74	12.07	12.40
227-Y	11.35	11.69	12.03	12.37	12.71
228-Y	11.63	11.98	12.33	12.68	13.03
229-Y	11.92	12.28	12.64	12.99	13.35
230-Y	12.22	12.59	12.96	13.32	13.69
231-Y	12.53	12.91	13.28	13.66	14.03
232-Y	12.84	13.23	13.61	14.00	14.38
233-Y	13.16	13.56	13.95	14.35	14.74
234-Y	13.49	13.90	14.30	14.71	15.11
235-Y	13.83	14.25	14.66	15.08	15.49
236-Y	14.18	14.61	15.03	15.46	15.88
237-Y	14.53	14.97	15.40	15.84	16.27
238-Y	14.89	15.34	15.79	16.23	16.68
239-Y	15.26	15.72	16.18	16.63	17.09
240-Y	15.64	16.11	16.58	17.05	17.52
241-Y	16.03	16.51	16.99	17.47	17.95
242-Y	16.43	16.92	17.42	17.91	18.40
243-Y	16.84	17.35	17.85	18.36	18.86
244-Y	17.26	17.78	18.30	18.81	19.33
245-Y	17.69	18.22	18.75	19.28	19.81
246-Y	18.13	18.68	19.22	19.77	20.31
247-Y	18.58	19.14	19.70	20.25	20.81
248-Y	19.04	19.61	20.18	20.75	21.32
247-Y	19.52	20.11	20.69	21.28	21.86
248-Y	20.01	20.61	21.21	21.81	22.41
249-Y	20.51	21.13	21.74	22.36	22.97
250-Y	21.02	21.65	22.28	22.91	23.54

PROPOSED COMMUNITY RATE SCHEDULE				
PAY GRADE	Range Minimum	2nd Sector		Range Maximum
		3rd Sector Minimum	3rd Sector Minimum	
SCHEDULE B				
310-Z	7.64	9.29	12.46	13.73