

**POSTING IS REQUIRED**

**Classification Notice No. 1529**

To: Agency Heads and Employees  
From: Karen Niparko, Executive Director of Human Resources  
Date: October 6, 2016  
Subject: Proposed Change to the Classification and Pay Plan

**The proposed change amends the Classification and Pay Plan by changing the pay grade of Deputy Public Defender I from 807-L to 810-L and Deputy Public Defender II from 809-L to 812-L.**

The Office of the Municipal Public Defender requested this urgent study of the Deputy Public Defender I and Deputy Public Defender II classifications. This is a new office that was created recently to replace contracted services with the goal to have better cost control and provide consistent legal representation. The Deputy Public Defenders primarily handle misdemeanor charges and prepare for 25-30 trials per week. It has been difficult to fill vacancies and turnover has been high. Because of this, the budget office provided 22% pay increases in January of 2016.

**PAY GRADE CHANGE ONLY**

<b><u>Classification Title:</u></b>	<b><u>Current Pay Grade &amp; Range:</u></b>	<b><u>Proposed Pay Grade &amp; Range:</u></b>
Deputy Public Defender I	807-L (\$48,108/\$62,541/\$76,973)	810-L (\$58,768/\$76,399/\$94,029)
Deputy Public Defender II	809-L (\$54,975/\$71,468/\$87,960)	812-L (\$67,158/\$87,306/\$107,453)

Per Career Service Rule 7-37 A – “If it is determined, as a result of an audit or maintenance study, 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.”

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 20, 2016 at 9:00 AM** in the OHR Board Room, Room 4.G.2, Webb Municipal Building, 201 West Colfax Avenue.

**Note:** Please submit any questions or comments on this proposal in writing to Nicole de Gio-Keane [Nicole.deGioia-Keane@denvergov.org](mailto:Nicole.deGioia-Keane@denvergov.org) Office of Human Resources, in care of Susan Keller [susan.keller@denvergov.org](mailto:susan.keller@denvergov.org) by 8:00 AM. on **Wednesday, October 19, 2016**. 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 Alisha Gronniger [alisha.gronniger@denvergov.org](mailto:alisha.gronniger@denvergov.org) at (720) 913-5650 no later than noon on **Tuesday, October 18, 2016**.