



POSTING IS REQUIRED

Classification Notice No. 1578

To: Agency Heads and Employees
From: Karen Niparko, Executive Director of the Office of Human Resources
Date: November 16, 2018
Subject: Proposed Change to the Classification and Pay Plan

The proposed change amends the Classification and Pay Plan by revising the Community Rate and Training & Intern pay schedules to coincide with the state increase in minimum wage. The proposed change also abolishes certain pay grades and adjusts the pay grade for certain classifications.

The State of Colorado approved an increase of the state’s minimum wage for 2019 from \$10.20 per hour to \$11.10 per hour. This is a part of Amendment 70 that was adopted on January 1, 2017 which approved subsequent increases of \$0.90 per hour increments annually until minimum wage reaches \$12.00 on January 1, 2020.

REVISED PAY SCHEDULES

Training & Intern Schedule

	Pay Grade	Rate
Current	A-403	\$10.20
Proposed	A-403	\$11.10

Community Rate Schedule

	Pay Grade	Range Minimum	2nd Quartile Minimum	Range Midpoint	4th Quartile Minimum	Range Maximum
Current	Z-114	\$10.20	\$11.14	\$12.09	\$13.03	\$13.97
Proposed	Z-114	\$11.10	\$12.13	\$13.15	\$14.18	\$15.20

ABOLISHED PAY GRADES & ASSOCIATED RANGES

Pay Grade	Range Minimum	2nd Quartile Minimum	Range Midpoint	4th Quartile Minimum	Range Maximum
A-600	\$10.80	\$12.04	\$13.29	\$14.53	\$15.77
C-402	\$10.20	\$10.20	\$10.20	\$10.20	\$10.20
C-600	\$10.33	\$11.52	\$12.71	\$13.89	\$15.08
C-601	\$10.80	\$12.04	\$13.29	\$14.53	\$15.77
E-602	\$10.47	\$11.68	\$12.88	\$14.09	\$15.29
E-603	\$10.95	\$12.21	\$13.47	\$14.73	\$15.99
I-600	\$10.52	\$11.73	\$12.94	\$14.15	\$15.36
I-601	\$11.00	\$12.27	\$13.53	\$14.80	\$16.06
J-403	\$10.20	\$10.20	\$10.20	\$10.20	\$10.20

Office of Human Resources
 201 W. Colfax Ave. Dept. 412 | Denver, CO 80202
 p: 720.913.5751 | f: 720.913.5720
www.denvergov.org/humanresources

ABOLISHED PAY GRADES & ASSOCIATED RANGES (continued)

Pay Grade	Range Minimum	2nd Quartile Minimum	Range Midpoint	4th Quartile Minimum	Range Maximum
J-601	\$10.30	\$11.49	\$12.67	\$13.86	\$15.04
J-602	\$10.77	\$12.01	\$13.25	\$14.48	\$15.72
L-600	\$10.53	\$11.74	\$12.95	\$14.16	\$15.37
L-601	\$11.01	\$12.28	\$13.54	\$14.81	\$16.07
N-601	\$10.37	\$11.56	\$12.76	\$13.95	\$15.14
N-602	\$10.84	\$12.09	\$13.34	\$14.58	\$15.83
V-600	\$10.36	\$11.55	\$12.75	\$13.94	\$15.13
V-601	\$10.83	\$12.08	\$13.32	\$14.57	\$15.81
Z-113	\$10.20	\$11.14	\$12.09	\$13.03	\$13.97

PAY RATE OR PAY RANGE CHANGE

Class Code	Classification Title	Current Pay Grade & Range	Proposed Pay Grade & Range
TA1585	Mayor's Youth Worker	A-403 (\$10.20)	A-403 (\$11.10)
CJ2525	Food Service Worker	J-602 (\$10.77-\$13.25-\$15.72)	J-603 (\$11.26-\$13.85-\$16.44)
RG2944	Golf Sales Associate	Z-114 (\$10.79-\$12.79-\$14.78)	Z-116 (\$12.41-\$14.71-\$17.00)
CG2378	Golf Starter/Ranger	Z-113 (\$10.20-\$12.09-\$13.97)	Z-114 (\$11.10-\$13.15-\$15.20)
CG2943	Golf Cart Attendant	Z-113 (\$10.20-\$12.09-\$13.97)	Z-114 (\$11.10-\$13.15-\$15.20)
CC2526	Golf Pro Shop Assistant	C-603 (\$11.80-\$14.52-\$17.23)	C-605 (\$12.90-\$15.87-\$18.83)
CG2113	Park Seasonal Laborer	Z-113 (\$10.20-\$12.09-\$13.97)	Z-114 (\$11.10-\$13.15-\$15.20)
RG2909	Recreation Assistant	Z-113 (\$10.20-\$12.09-\$13.97)	Z-114 (\$11.10-\$13.15-\$15.20)
RG2401	Lifeguard	Z-113 (\$10.20-\$12.09-\$13.97)	Z-114 (\$11.10-\$13.15-\$15.20)
RG2347	Usher	Z-113 (\$10.20-\$12.09-\$13.97)	Z-114 (\$11.10-\$13.15-\$15.20)

The proposed effective date is January 1, 2019 to align with the state's approved increase to minimum wage.

Public Hearing: Yes No in accordance with Career Service Rule 7-21

Public Notice of Changes

The scheduled time for the public hearing is **Thursday, December 6, 2018 at 9:00 AM** in the OHR Board Room, Room 4.G.2, Webb Municipal Building, 201 West Colfax Avenue.

Please submit any questions or comments on this proposal in writing to compensation@denvergov.org by 8:00 AM on **Thursday, November 29, 2018**. 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 George Branchaud george.branchaud@denvergov.org at (720) 913-5650 no later than noon on **Tuesday, December 4, 2018**.