



POSTING IS REQUIRED

Classification Notice No. 1581

To: Agency Heads and Employees
From: Karen Niparko, Executive Director of the Office of Human Resources
Date: January 4, 2019
Subject: Proposed Change to the Classification and Pay Plan

The proposed change amends the Classification and Pay Plan by creating new classifications of City Planner Staff (E-810), Airport Planner Staff (E-811), Airport Planner Associate (E-813), Airport Planner Senior (E-815), Airport Planner Principal (E-817), Manager Airport Planning (E-819), Manager City Planning (E-819), and Director City Planning (E-821). The proposed change also amends the Classification and Pay Plan by changing the title and/or pay grade of various associated classifications.

This study is the result of a request to create a new classification series of airport planners for Denver International Airport. Incumbents are currently classified in the City Planner classification series. Due to changes in the professional planning industry and more substantial organizational impacts, it was decided to review all professional planners' pay grades across the city.

Because of industry changes, management expressed challenges with attracting and retaining talented planners to work for the CCD. The CCD has a variety of professional planners who specialize in various fields, such as community planning, land use, historic preservation, urban planning, transportation planning, airport planning, and other related areas of specialized planning requiring advanced education and experience. In addition to Denver International Airport, these classifications are also used within the Department of Community Planning and Development and in the Department of Public Works.

The purpose of this study was to (1) create a new classification series specific to airport planning, (2) review the existing City Planner classification series and Development Project Coordinator classification series and related organizational structure to ensure it reflects the current needs, (3) review market data to provide competitive pay ranges for the new and revised classifications.

The research found that airport planning is a separate niche in the planning profession. Currently, all planners in the city are classified in the city planner class series. However, to remain competitive with the market, it is proposed to create a new classification series for airport planning. This is supported by management at DEN. The existing city planner classification series would remain and be used by planners elsewhere in the city, performing other types of specialized professional city planning work.

This study proposes the following five recommendations: (1) update the titles of existing classifications as described in the report to better represent the type and level of work; (2) create a new airport planning classification series; (3) create three new classifications, City Planner Staff, Manager City Planning, and Director Airport Planning in the city planner classification series; (4) establish the grades and ranges for the new and existing classifications in the airport planning series; and (5) change the pay grades for the current classifications and establish the pay grades and ranges for the new classifications in the city planner classification series.

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NEW CLASSIFICATIONS

Proposed Class Title

City Planner Staff
 Airport Planner Staff
 Airport Planner Associate
 Airport Planner Senior
 Airport Planner Principal
 Manager Airport Planning
 Manager City Planning
 Director City Planning

Proposed Pay Grade & Range

E-810 (\$55,452-72,088-88,723)
 E-811 (\$59,278-77,088-94,845)
 E-813 (\$67,740-88,062-108,384)
 E-815 (\$77,411-100,635-123,858)
 E-817 (\$88,462-115,001-141,539)
 E-819 (\$101,091-131,419-161,746)
 E-819 (\$101,091-131,419-161,746)
 E-821 (\$115,523-150,180-184,837)

CLASSIFICATION TITLE AND PAY GRADE CHANGES

Current Class Title

Development Project Coordinator Associate
 Development Project Coordinator Senior
 Development and Planning Supervisor
 Principal City Planner
 Principal City Planner Hourly
 Director Airport Planning and Noise

Proposed Class Title

Development Project Administrator Associate
 Development Project Administrator Senior
 City Planner Supervisor
 City Planner Principal
 City Planner Principal Hourly
 Director Airport Planning

Current Pay Grade & Range

E-810 (\$55,452-72,088-88,723)
 E-812 (\$63,368-82,379-101,389)
 E-815 (\$77,411-100,635-123,858)
 E-815 (\$77,411-100,635-123,858)
 E-815 (\$77,411-100,635-123,858)
 E-819 (\$101,091-131,419-161,746)

Proposed Pay Grade & Range

E-812 (\$63,368-82,379-101,389)
 E-814 (\$72,414-94,138-115,862)
 E-817 (\$88,462-115,001-141,539)
 E-816 (\$82,752-107,578-132,403)
 E-816 (\$82,752-107,578-132,403)
 E-821 (\$115,523-150,180-184,837)

CLASSIFICATION PAY GRADE CHANGES

Current Class Title

City Planner Associate
 City Planner Associate Hourly
 City Planner Senior
 City Planner Senior Hourly

Current Pay Grade & Range

E-811 (\$59,278-77,088-94,845)
 E-811 (\$59,278-77,088-94,845)
 E-813 (\$67,740-88,062-108,384)
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Proposed Pay Grade & Range

E-812 (\$63,368-82,379-101,389)
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 E-814 (\$72,414-94,138-115,862)
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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, January 17, 2019 at 9:00 AM** in the Webb Municipal Building, 4th floor, Room 4.G.2, located at 201 West Colfax Avenue, Denver, CO 80202.

Please submit any questions or comments on this proposal in writing to compensation@denvergov.org by 8:00 AM on **Wednesday, January 16, 2019**. 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, January 15, 2019**.