



POSTING IS REQUIRED

Classification Notice No. 1582

To: Agency Heads and Employees
From: Karen Niparko, Executive Director of the Office of Human Resources
Date: January 18, 2019
Subject: Proposed Change to the Classification and Pay Plan

The proposed change amends the Classification and Pay Plan by creating new classifications of IT Business Analyst Associate (I-811), IT Business Analyst Senior (I-814), IT Quality Assurance Analyst Associate (I-811), and IT Quality Assurance Analyst Senior (I-814).

The proposed new job classifications are a part of the Technology Services (TS) Classification Study that began in 2018. TS has recognized that they have had challenges with maintaining and updating their job specifications to keep up with the evolving information technology field. As new types of IT jobs have been added to the City and County of Denver, they have had to place new incumbents into the most reasonable job specification that is available, which do not always align with the current market. The Classification and Compensation Division of the Office of Human Resources has been working with TS to update and create new job classification series based on the city's needs and market trends. During 2018, the following new job classification series were created: IT Asset Management Analyst, IT Database Developer, IT Enterprise Architect, IT Middleware Engineer and IT Web Administrator Associate. With the addition of these two new classification series (IT Business Analyst and IT Quality Assurance Analyst), these will be very beneficial during the recruitment process ensuring that candidates are applying to the appropriate job classification. This will also be beneficial in retaining current employees knowing they are in the correct job classification and are being compensated based on market data for the correct job classification.

NEW CLASSIFICATIONS

<u>Proposed Class Title</u>	<u>Proposed Pay Grade & Range</u>
IT Business Analyst Associate	I-811 (\$65,085–\$84,611–\$104,136)
IT Business Analyst Senior	I-814 (\$79,509–\$103,362–\$127,214)
IT Quality Assurance Analyst Associate	I-811 (\$65,085–\$84,611–\$104,136)
IT Quality Assurance Analyst Senior	I-814 (\$79,509–\$103,362–\$127,214)

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

Please submit any questions or comments on this proposal in writing to compensation@denvergov.org by 8:00 AM on **Thursday, January 31, 2019**. Please include a contact name and phone number so that we may respond directly.

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