



POSTING IS REQUIRED

Classification Notice No. 1588

To: Agency Heads and Employees
From: Karen Niparko, Executive Director of the Office of Human Resources
Date: March 1, 2019
Subject: Proposed Change to the Classification and Pay Plan

The proposed change amends the Classification and Pay Plan by creating two new classifications: Natural Resources Technician I and Natural Resources Technician II.

Denver Parks and Recreation’s Parks Natural Resources Division requested a classification series that better aligned with the duties and responsibilities of the employees responsible for native wildlife and plant conservation in Denver’s parks and open spaces. Employees are currently classified in horticultural classifications, which are specific to parks and greenhouse plant and flowerbed management, which does not address the ecological conservation aspects of the work being performed.

Through a Parks Natural Resources Study, duties and responsibilities specific to native wildlife and plant conservation were identified, new classifications created, and market rates of pay were matched to these new classifications.

The Office of Human Resources recommends the creation of the Parks Natural Resources Technician I and II classifications to better align with employees’ duties and responsibilities, establish a defined career path for advancement, and create meaningful performance evaluations for this group of employees.

NEW CLASSIFICATION

<u>Proposed Class Title</u>	<u>Proposed Pay Grade & Range</u>
Parks Natural Resources Technician I	J-618 (\$21.95-\$27.00-\$32.05)
Parks Natural Resources Technician II	J-620 (\$23.99-\$29.51-\$35.03)

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 **Monday, March 18, 2019**. Please include a contact name and phone number so that we may respond directly.

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