



**POSTING IS REQUIRED**

**Classification Notice No. 1604**

**To:** Agency Heads and Employees  
**From:** Karen Niparko, Executive Director of the Office of Human Resources  
**Date:** July 3, 2019  
**Subject:** Proposed Change to the Classification and Pay Plan

**The proposed change amends the Classification and Pay Plan by creating and abolishing various pay grades in part of routine maintenance.**

The 2019 Pay Survey Market Analysis requires the addition of non-exempt pay ranges in the Engineering and Science (E) occupational group – grades and ranges E-630, E-631, and E-632.

Additionally, this includes a proposal to abolish 10 exempt ranges in the Maintenance & Operations (J) occupational group, J-820 through J-829, and the Enforcement, Compliance, and Protective Services (N) occupational group, N-820 through N-829. These ranges have never been used and work at this type and level are management levels captured in other occupational groups, with most in the General Administrative (A) occupational group. Abolishing these titles will reduce the administrative burden of annual range upkeep and maintenance.

**NEW SALARY RANGES**

<b>PAY GRADE</b>	<b>Range Minimum</b>	<b>2nd Quartile Minimum</b>	<b>3rd Quartile Minimum (Range Midpoint)</b>	<b>4th Quartile Minimum</b>	<b>Range Maximum</b>
E-630	\$36.80	\$41.03	\$45.27	\$49.50	\$53.73
E-631	\$38.47	\$42.90	\$47.32	\$51.75	\$56.17
E-632	\$40.22	\$44.85	\$49.47	\$54.10	\$58.72

**SALARY RANGE ABOLISHMENTS**

	<b>Range Minimum</b>	<b>Range Maximum</b>		<b>Range Minimum</b>	<b>Range Maximum</b>
J-820	\$112,021	\$179,234	N-820	\$111,861	\$178,978
J-821	\$119,750	\$191,600	N-821	\$119,579	\$191,326
J-822	\$128,013	\$204,821	N-822	\$127,830	\$204,528
J-823	\$136,846	\$218,954	N-823	\$136,650	\$218,640
J-824	\$146,288	\$234,061	N-824	\$146,079	\$233,726
J-825	\$156,382	\$250,211	N-825	\$156,158	\$249,853
J-826	\$167,172	\$267,475	N-826	\$166,933	\$267,093
J-827	\$178,707	\$285,931	N-827	\$178,451	\$285,522
J-828	\$191,038	\$305,661	N-828	\$190,764	\$305,222
J-829	\$204,220	\$326,752	N-829	\$203,927	\$326,283

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Per Career Service Rule 7-37 A – “If it is determined that changes to the Classification & Pay Plan are necessary, the effective date of any resulting changes to the Classification & 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. Provisional classifications resulting from changes to the Classification & Pay Plan may be used upon approval by the OHR Executive Director or Board but use for longer than six months is contingent upon City Council approval.”

**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](mailto:compensation@denvergov.org) by 8:00 AM on **Thursday, July 18, 2019**. Please include a contact name and phone number so that we may respond directly.