



POSTING IS REQUIRED

Classification Notice No. 1615

To: Agency Heads and Employees
From: Karen Niparko, Executive Director of the Office of Human Resources
Date: August 23, 2019
Subject: Proposed Change to the Classification and Pay Plan

The proposed change amends the Classification and Pay Plan by creating the new classification of Peer Navigator (A-615).

Denver Department of Public Health and Environment (DDPHE) requested to create a new classification, Peer Navigator.

The Peer Navigator job classification is based on strategies within the Mayor’s 100-day Behavioral Health and Homelessness Plan. Peer Navigators are “change agents” due to their ability to transform services with a humane approach, reminding teams that resiliency from adversity is probable, and articulating the experiences of their peers to enhance service delivery.

The purpose of the Peer Navigator is to support services between individuals with similar life experiences including advocacy, linkage to resources, sharing of personal experiences, building individual and community relationships, group facilitation, skill building, mentoring, goal setting, problem solving and navigating barriers. Services are provided adhering to the core values of respect, empowerment, shared responsibility, mutually shared power and mutual agreement of what is helpful.

Training for peer navigation staff is essential for individuals who work in this job class as personal experience is only one qualification. Informed supervision by individuals with knowledge of peer support competencies, practices, values and ethics is required for fidelity to the evidenced-based peer-to-peer support model outcomes.

It is highly recommended that supervisors of peer supporters and navigators have experience providing these services and, at minimum, are trained in supervision of this job class. In addition, preparation and training are also advised for teams that will be adding peer support or navigation services. It is essential for all staff to understand and support the integration of peer supporters or navigators into programs, departments and agencies in order for successful retention of the peer workers and to optimize successful outcomes for participants of services.

To support this initiative, The Guide to Interview Questions for Peers Supporters and Navigators is available for CCD Recruiters, Managers, Supervisors and Human Resources Business Partners hiring for this position.

NEW CLASSIFICATION(S)

Job Code	Proposed Class Title	Proposed Pay Grade & Range
CA3163	Peer Navigator	A-615 (\$21.05 - \$25.89 - \$30.73)

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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 by 8:00 AM on **Thursday, September 5, 2019**. Please include a contact name and phone number so that we may respond directly.