



**POSTING IS REQUIRED**

**Classification Notice No. 1624**

**To:** Agency Heads and Employees  
**From:** Karen Niparko, Executive Director of the Office of Human Resources  
**Date:** September 20, 2019  
**Subject:** Proposed Change to the Classification and Pay Plan

**The proposed change amends the Classification and Pay Plan by changing the pay grades for the Veterinarian Fellow and Forensic Pathology Fellow. The current pay grades and ranges will also be abolished.**

The Veterinarian Fellow and Forensic Pathology Fellow classifications were within the Training and Intern Classifications pay structure. It is appropriate to place these classifications in the city compensation structure with pay ranges based on the duties, education and experience. The Veterinarian Intern/Fellow classification is included in the Pay Survey Market Analysis 2019 Proposed Changes to the Classification and Pay Plan with a two pay grade increase, and it is proposed that this two pay grade increase occur as approved and will change pay grades from O-611 to O-613 on January 1, 2020.

**CLASSIFICATION PAY GRADE CHANGE(S)**

<u>Job Code</u>	<u>Current Class Title</u>	<u>Current Pay Grade &amp; Range</u>	<u>Proposed Pay Grade &amp; Range</u>
TA3070	Veterinarian Fellow	A-406 (\$15.88)	O-611 (\$18.61-\$22.89-\$27.17)
CO2300	Forensic Pathology Fellow	O-412 (\$100,313)	O-811 (\$70,589-\$91,766-\$112,942)

**CLASSIFICATION PAY GRADE AND RANGE ABOLISHMENT(S)**

<u>Job Code</u>	<u>Current Class Title</u>	<u>Pay Grade &amp; Range</u>
TA3070	Veterinarian Fellow (New Job Code is CO3183)	A-406 (\$15.88)
CO2300	Forensic Pathology Fellow	O-412 (\$100,313)

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, October 3, 2019**. Please include a contact name and phone number so that we may respond directly.

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