



**POSTING IS REQUIRED**

**Classification Notice No. 1632**

**To:** Agency Heads and Employees  
**From:** Karen Niparko, Executive Director of the Office of Human Resources  
**Date:** November 29, 2019  
**Subject:** Proposed Change to the Classification and Pay Plan

**The proposed change amends the Classification and Pay Plan by creating new job classifications of IT Data Engineer Associate and IT Data Engineer Senior for the Technology Services Agency.**

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, TS has placed 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. With the addition of these proposed new classifications, 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 CLASSIFICATION(S)**

<b><u>Job Code</u></b>	<b><u>Proposed Class Title</u></b>	<b><u>Proposed Pay Grade &amp; Range</u></b>
CI3234	IT Data Engineer Associate	I-814 (\$79,509 - \$103,362 - \$127,214)
CI3235	IT Data Engineer Senior	I-816 (\$90,860 - \$118,118 - \$145,376)

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, December 12, 2019**. Please include a contact name and phone number so that we may respond directly.

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