



POSTING IS REQUIRED

Classification Notice No. 1664

To: Agency Heads and Employees
From: Karen Niparko, Executive Director of the Office of Human Resources
Date: November 6, 2020
Subject: Proposed Changes to the Classification and Pay Plan

The proposed changes amend the Classification and Pay Plan. Based upon an analysis it is recommended that changes be made to the Classification and Pay Plan which includes pay range adjustments, pay grade abolishments, and changes to employee pay rates to be effective on January 1, 2021.

The City and County of Denver has approved to the city’s minimum hourly wage rates with the following schedule: the current rate of \$14.00 effective July 1, 2020, the required rate of \$14.77 on January 1, 2021, and the future required rates of \$15.00 on July 1, 2021 and \$15.87 on January 1, 2022. Based upon an analysis it is recommended that changes be made to the classification and pay plan which includes pay range adjustments, abolishment of certain ranges, and pay grade changes, along with changes to employee pay rates to be no less than \$14.77, effective on January 1, 2021.

CLASSIFICATION PAY GRADE CHANGES

Job Code	Class Title	Current Grade	Current Range	Proposed Grade	Proposed Range
RG2110	Activities Leader Non-Certified	Z-118	(\$14.27-16.91-19.55)	Z-118	(\$14.77-17.54-20.31)
AC1520	Administrative Support Assistant I	C-606	(\$14.00-17.22-20.44)	C-607	(\$14.77-18.17-21.56)
BC1518	Administrative Support Assistant I	C-606	(\$14.00-17.22-20.44)	C-607	(\$14.77-18.17-21.56)
CC1480	Administrative Support Assistant I	C-606	(\$14.00-17.22-20.44)	C-607	(\$14.77-18.17-21.56)
LC1482	Administrative Support Assistant I	C-606	(\$14.00-17.22-20.44)	C-607	(\$14.77-18.17-21.56)
MC2429	Administrative Support Assistant I	C-606	(\$14.00-17.22-20.44)	C-607	(\$14.77-18.17-21.56)
VC1521	Administrative Support Assistant I	C-606	(\$14.00-17.22-20.44)	C-607	(\$14.77-18.17-21.56)
YC1478	Administrative Support Assistant I	C-606	(\$14.00-17.22-20.44)	C-607	(\$14.77-18.17-21.56)
CO2645	Clinical Care Technician	O-605	(\$14.25-17.53-20.81)	O-605	(\$14.77-18.17-21.56)
CJ1877	Custodian	J-607	(\$14.00-17.22-20.44)	J-608	(\$14.77-18.17-21.56)
LJ1878	Custodian	J-607	(\$14.00-17.22-20.44)	J-608	(\$14.77-18.17-21.56)
CJ2977	Custodian Lead	J-608	(\$14.18-17.44-20.70)	J-609	(\$14.83-18.24-21.65)
LJ1946	Custodian Lead	J-608	(\$14.18-17.44-20.70)	J-609	(\$14.83-18.24-21.65)
CO2642	Dental Assistant	O-605	(\$14.25-17.53-20.81)	O-605	(\$14.77-18.17-21.56)
CJ2525	Food Service Worker	J-607	(\$14.00-17.22-20.44)	J-608	(\$14.77-18.17-21.56)
CG2943	Golf Cart Attendant	Z-117	(\$14.00-16.59-19.18)	Z-118	(\$14.77-17.54-20.31)
RG2944	Golf Sales Associate	Z-118	(\$14.27-16.91-19.55)	Z-118	(\$14.77-17.54-20.31)
CG2378	Golf Starter and Ranger	Z-117	(\$14.00-16.59-19.18)	Z-118	(\$14.77-17.54-20.31)
CJ2546	Laundry Worker	J-607	(\$14.00-17.22-20.44)	J-608	(\$14.77-18.17-21.56)
LG2888	Library Aide	Z-117	(\$14.00-16.59-19.18)	Z-118	(\$14.77-17.54-20.31)
RG2401	Lifeguard	Z-117	(\$14.00-16.59-19.18)	Z-118	(\$14.77-17.54-20.31)

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



CG2113	Park Seasonal Laborer	Z-117	(\$14.00-16.59-19.18)	Z-118	(\$14.77-17.54-20.31)
CC2741	Pool Coordinator	C-607	(\$14.54-17.89-21.23)	C-607	(\$14.77-18.17-21.56)
TB0017	Public Safety Cadet	B-403	(\$14.00)	B-403	(\$14.77)
RG2909	Recreation Assistant	Z-117	(\$14.00-16.59-19.18)	Z-118	(\$14.77-17.54-20.31)
CA2583	Recreation Instructor	A-607	(\$14.74-18.13-21.52)	A-607	(\$14.77-18.17-21.56)
RG2121	Sports Official Non-Certified	Z-118	(\$14.27-16.91-19.55)	Z-118	(\$14.77-17.54-20.31)
RG2347	Usher I	Z-117	(\$14.00-16.59-19.18)	Z-118	(\$14.77-17.54-20.31)
TA1585	Youth Assistant	A-403	(\$14.00)	A-403	(\$14.77)
CA3142	Youth Operative Associate	A-605	(\$14.00-17.22-20.44)	A-607	(\$14.77-18.17-21.56)

CURRENT PAY GRADES AND RANGES

Compensation Grade	Pay Range Minimum	Q2 Minimum	Q3 Minimum/ Range Midpoint	Q4 Minimum	Pay Range Maximum
A-403	\$14.00	\$14.00	\$14.00	\$14.00	\$14.00
A-607	\$14.74	\$16.44	\$18.13	\$19.83	\$21.52
B-403	\$14.00	\$14.00	\$14.00	\$14.00	\$14.00
C-607	\$14.54	\$16.21	\$17.89	\$19.56	\$21.23
J-608	\$14.18	\$15.81	\$17.44	\$19.07	\$20.70
O-605	\$14.25	\$15.89	\$17.53	\$19.17	\$20.81
Z-118	\$14.27	\$15.59	\$16.91	\$18.23	\$19.55

PROPOSED PAY GRADES AND RANGES

Compensation Grade	Pay Range Minimum	Q2 Minimum	Q3 Minimum/ Range Midpoint	Q4 Minimum	Pay Range Maximum
A-403	\$14.77	\$14.77	\$14.77	\$14.77	\$14.77
A-607	\$14.77	\$16.47	\$18.17	\$19.86	\$21.56
B-403	\$14.77	\$14.77	\$14.77	\$14.77	\$14.77
C-607	\$14.77	\$16.47	\$18.17	\$19.86	\$21.56
J-608	\$14.77	\$16.47	\$18.17	\$19.86	\$21.56
O-605	\$14.77	\$16.47	\$18.17	\$19.86	\$21.56
Z-118	\$14.77	\$16.16	\$17.54	\$18.93	\$20.31

ABOLISHED PAY GRADES AND RANGES

Compensation Grade	Pay Range Minimum	Pay Range Maximum
A-605	\$14.00	\$20.44
A-606	\$14.10	\$20.59
C-606	\$14.00	\$20.44
E-609	\$14.45	\$21.10
I-607	\$14.37	\$20.98
J-607	\$14.00	\$20.44
L-606	\$14.08	\$20.56



Compensation Grade	Pay Range Minimum	Pay Range Maximum
L-607	\$14.72	\$21.49
N-608	\$14.16	\$20.67
V-607	\$14.15	\$20.66
Z-117	\$14.00	\$19.18

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

Public Notice of Changes

The scheduled time for the public hearing is **Thursday, November 19, 2020 at 9:00 AM.** The public hearing starts at 9:00 AM and will be conducted through a provided conference call number and available digital link through public notice of the agenda, released no later than two days prior to the scheduled meeting.

Please submit any questions or comments on this proposal in writing to compensation@denvergov.org by 8:00 AM on **Thursday, November 19, 2020.** Please include a contact name and phone number so that we may respond directly.

If anyone wishes to be heard by the Board on this item, please call George Branchaud george.branchaud@denvergov.org at (720) 913-5650 no later than noon on **Tuesday, November 17, 2020.**