



POSTING IS REQUIRED

Classification Notice No. 1669

To: Agency Heads and Employees
From: Karen Niparko, Executive Director of the Office of Human Resources
Date: January 29, 2021
Subject: Proposed Changes to the Classification and Pay Plan

The proposed change amends the Classification and Pay Plan by creating the new classifications of IT Security Analyst Associate and IT Security Analyst Senior as well as changing the pay grade and range of IT Security Specialist and IT Security Manager.

Technology Service requested the Office of Human Resources to conduct a study of IT security positions. IT security is evolving within the market and city and there is a need for a more integrated role within multiple departments and enterprise systems within Technology Services.

Currently, there is a lack of career development and progression with only two (2) IT security classifications. The labor market is tightening and there is a need to hire and train employees at multiple levels; therefore, creating an IT security series will allow for the recognition of different levels of contribution related to performance metrics from the intermediate to management levels.

The overall recommendations will better align with identified market positions and rates of pay.

NEW CLASSIFICATION

<u>Job Code</u>	<u>Proposed Classification Title</u>	<u>Proposed Pay Grade & Range</u>
C13293	IT Security Analyst Associate	I-812 69,576 – 90,449 – 111,322
C13294	IT Security Analyst Senior	I-815 84,995 – 110,494 – 135,992

PAY GRADE AND RANGE CHANGES

<u>Job Code</u>	<u>Current Classification Title</u>	<u>Current Pay Grade & Range</u>	<u>Proposed Pay Grade & Range</u>
C12796	IT Security Specialist	I-816 90,860 – 118,118 – 145,376	I-818 103,831 – 134,981 – 166,130
C11870	IT Security Manager	I-818 103,831 – 134,981 – 166,130	I-819 110,995 – 144,294 – 177,592

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, February 11, 2021**. Please include a contact name and phone number so that we may respond directly.

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