



POSTING IS REQUIRED

Classification Notice No. 1673

To: Agency Heads and Employees
From: Karen Niparko, Executive Director of the Office of Human Resources
Date: April 02, 2021
Subject: Proposed Changes to the Classification and Pay Plan

The proposed change amends the Classification and Pay Plan by creating new job classifications of Internal Auditor Information Systems Senior, Lead, and Supervisor for the Auditor’s Office.

The Auditor’s Office has acknowledged that they are having challenges with recruiting Information Systems Auditors and therefore have requested these proposed new job classifications. Currently, Information Systems Audit supervisory/managerial external candidates are seeking annual base salaries that are above the current Internal Auditor Supervisor pay range maximum. Market data also indicates that the current pay grades are not market competitive for current internal auditors performing Information Systems audits. The creation of these classifications will be beneficial in attracting new as well as retaining current employees, knowing that they are in the correct job classification and being compensated based on market data.

NEW CLASSIFICATION(S)

<u>Job Code</u>	<u>Proposed Class Title</u>	<u>Proposed Pay Grade & Range</u>
CV3296	Internal Auditor Information Systems Senior AO	EX-12 (\$77,174 – 102,256 – 127,337)
CV3297	Internal Auditor Information Systems Lead AO	EX-13 (\$83,348 – 110,436 – 137,524)
CV3298	Internal Auditor Information Systems Manager AO	EX-15 (\$97,217 – 128,813 – 160,408)

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, April 15, 2021**. Please include a contact name and phone number so that we may respond directly.

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