

POSTING IS REQUIRED

Classification Notice No. 1682

To: Agency Heads and Employees
From: Karen Niparko, Executive Director of the Office of Human Resources
Date: July 02, 2021
Subject: 2021 Market Analysis Pay Table Adjustments

The proposed changes amend the Classification and Pay Plan by adjusting the pay ranges by 2% based on market analysis.

As required by Sec. 18-5 of the Denver Revised Municipal Code (DRMC), the annual market analysis pay table adjustments ensure that the city’s pay tables and ranges are competitive with market rates. OHR proposes an adjustment to the following pay tables: Non-Exempt, Exempt, & Community Rate.

Public Notice of Changes

The scheduled time for the public hearing is **Thursday, July 15, 2021 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, July 15, 2021.** 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, July 13, 2021.**

Current Pay Tables

Non-Exempt

Compensation Grade	Minimum	Top of Q1	Midpoint	Top of Q3	Maximum
NE-06	\$15.90	\$17.89	\$19.88	\$21.86	\$23.85
NE-07	\$16.85	\$18.96	\$21.07	\$23.17	\$25.28
NE-08	\$17.87	\$20.10	\$22.33	\$24.56	\$26.80
NE-09	\$18.94	\$21.30	\$23.67	\$26.04	\$28.41
NE-10	\$20.07	\$22.58	\$25.09	\$27.60	\$30.11
NE-11	\$21.28	\$23.94	\$26.60	\$29.26	\$31.92
NE-12	\$22.55	\$25.37	\$28.19	\$31.01	\$33.83
NE-13	\$23.91	\$26.90	\$29.88	\$32.87	\$35.86
NE-14	\$24.85	\$28.26	\$31.68	\$35.09	\$38.51
NE-15	\$26.34	\$29.96	\$33.58	\$37.20	\$40.82
NE-16	\$27.92	\$31.75	\$35.59	\$39.43	\$43.27
NE-17	\$29.59	\$33.66	\$37.73	\$41.80	\$45.87
NE-18	\$31.37	\$35.68	\$39.99	\$44.31	\$48.62
NE-19	\$33.25	\$37.82	\$42.39	\$46.96	\$51.54
NE-20	\$35.24	\$40.09	\$44.94	\$49.78	\$54.63
NE-21	\$37.36	\$42.49	\$47.63	\$52.77	\$57.91
NE-22	\$39.60	\$45.04	\$50.49	\$55.93	\$61.38

Exempt

Compensation Grade	Minimum	Top of Q1	Midpoint	Top of Q3	Maximum
EX-05	45,030.00	52,348.00	59,665.00	66,983.00	74,300.00
EX-06	48,633.00	56,536.00	64,438.00	72,341.00	80,244.00
EX-07	52,523.00	61,058.00	69,593.00	78,129.00	86,664.00
EX-08	56,725.00	65,943.00	75,161.00	84,379.00	93,597.00
EX-09	61,263.00	71,219.00	81,174.00	91,129.00	101,084.00
EX-10	66,164.00	76,916.00	87,668.00	98,419.00	109,171.00
EX-11	71,457.00	83,069.00	94,681.00	106,293.00	117,905.00
EX-12	77,174.00	89,715.00	102,256.00	114,796.00	127,337.00
EX-13	83,348.00	96,892.00	110,436.00	123,980.00	137,524.00
EX-14	90,016.00	104,643.00	119,271.00	133,899.00	148,526.00
EX-15	97,217.00	113,015.00	128,813.00	144,610.00	160,408.00
EX-16	103,050.00	121,084.00	139,118.00	157,151.00	175,185.00
EX-17	111,294.00	130,771.00	150,247.00	169,724.00	189,200.00
EX-18	120,198.00	141,232.00	162,267.00	183,301.00	204,336.00
EX-19	129,813.00	152,531.00	175,248.00	197,966.00	220,683.00
EX-20	140,199.00	164,733.00	189,268.00	213,803.00	238,338.00
EX-21	151,414.00	177,912.00	204,410.00	230,907.00	257,405.00
EX-22	163,528.00	192,145.00	220,762.00	249,380.00	277,997.00
EX-23	176,610.00	207,517.00	238,423.00	269,330.00	300,237.00
EX-24	190,739.00	224,118.00	257,497.00	290,876.00	324,256.00
EX-25	205,998.00	242,047.00	278,097.00	314,146.00	350,196.00
EX-26	222,477.00	261,411.00	300,345.00	339,278.00	378,212.00
EX-27	240,276.00	282,324.00	324,372.00	366,420.00	408,469.00
EX-28	259,498.00	304,910.00	350,322.00	395,734.00	441,146.00

Community Rate

Compensation Grade	Minimum	Top of Q1	Midpoint	Top of Q3	Maximum
CR-06	15.75	17.22	18.70	20.18	21.65
CR-07	16.54	18.09	19.64	21.19	22.74
CR-08	17.36	18.99	20.62	22.24	23.87
CR-09	18.23	19.94	21.65	23.36	25.07
CR-10	19.14	20.94	22.73	24.53	26.32
CR-11	20.10	21.98	23.87	25.75	27.64
CR-12	21.10	23.08	25.06	27.04	29.02
CR-13	22.16	24.24	26.31	28.39	30.47

Proposed Pay Tables
Non-Exempt

Compensation Grade	Minimum	Top of Q1	Midpoint	Top of Q3	Maximum
NE-06	\$16.22	\$18.25	\$20.28	\$22.31	\$24.33
NE-07	\$17.19	\$19.34	\$21.49	\$23.64	\$25.79
NE-08	\$18.22	\$20.50	\$22.78	\$25.06	\$27.33
NE-09	\$19.31	\$21.73	\$24.14	\$26.56	\$28.97
NE-10	\$20.47	\$23.03	\$25.59	\$28.15	\$30.71
NE-11	\$21.70	\$24.42	\$27.13	\$29.84	\$32.55
NE-12	\$23.00	\$25.88	\$28.75	\$31.63	\$34.50
NE-13	\$24.38	\$27.43	\$30.48	\$33.53	\$36.57
NE-14	\$25.34	\$28.83	\$32.31	\$35.80	\$39.28
NE-15	\$26.86	\$30.56	\$34.25	\$37.94	\$41.63
NE-16	\$28.47	\$32.39	\$36.30	\$40.22	\$44.13
NE-17	\$30.18	\$34.33	\$38.48	\$42.63	\$46.78
NE-18	\$31.99	\$36.39	\$40.79	\$45.19	\$49.58
NE-19	\$33.91	\$38.58	\$43.24	\$47.90	\$52.56
NE-20	\$35.95	\$40.90	\$45.84	\$50.78	\$55.72
NE-21	\$38.10	\$43.34	\$48.58	\$53.82	\$59.06
NE-22	\$40.39	\$45.95	\$51.50	\$57.05	\$62.60

Exempt

Compensation Grade	Minimum	Top of Q1	Midpoint	Top of Q3	Maximum
EX-05	\$45,931.00	\$53,395.00	\$60,858.00	\$68,322.00	\$75,786.00
EX-06	\$49,605.00	\$57,666.00	\$65,727.00	\$73,788.00	\$81,848.00
EX-07	\$53,574.00	\$62,280.00	\$70,985.00	\$79,691.00	\$88,397.00
EX-08	\$57,860.00	\$67,262.00	\$76,664.00	\$86,067.00	\$95,469.00
EX-09	\$62,488.00	\$72,643.00	\$82,797.00	\$92,951.00	\$103,105.00
EX-10	\$67,488.00	\$78,455.00	\$89,421.00	\$100,388.00	\$111,355.00
EX-11	\$72,887.00	\$84,731.00	\$96,575.00	\$108,420.00	\$120,264.00
EX-12	\$78,718.00	\$91,510.00	\$104,301.00	\$117,093.00	\$129,885.00
EX-13	\$85,015.00	\$98,830.00	\$112,645.00	\$126,460.00	\$140,275.00
EX-14	\$91,816.00	\$106,736.00	\$121,656.00	\$136,576.00	\$151,496.00
EX-15	\$99,162.00	\$115,276.00	\$131,389.00	\$147,503.00	\$163,617.00
EX-16	\$105,111.00	\$123,506.00	\$141,900.00	\$160,295.00	\$178,689.00
EX-17	\$113,520.00	\$133,386.00	\$153,252.00	\$173,118.00	\$192,984.00
EX-18	\$122,601.00	\$144,057.00	\$165,512.00	\$186,967.00	\$208,422.00
EX-19	\$132,410.00	\$155,582.00	\$178,753.00	\$201,925.00	\$225,097.00
EX-20	\$143,002.00	\$168,028.00	\$193,053.00	\$218,078.00	\$243,103.00
EX-21	\$154,443.00	\$181,471.00	\$208,498.00	\$235,526.00	\$262,553.00
EX-22	\$166,798.00	\$195,988.00	\$225,177.00	\$254,367.00	\$283,557.00
EX-23	\$180,141.00	\$211,666.00	\$243,191.00	\$274,716.00	\$306,240.00
EX-24	\$194,553.00	\$228,600.00	\$262,647.00	\$296,694.00	\$330,740.00
EX-25	\$210,118.00	\$246,889.00	\$283,659.00	\$320,430.00	\$357,201.00
EX-26	\$226,927.00	\$266,640.00	\$306,352.00	\$346,064.00	\$385,776.00
EX-27	\$245,081.00	\$287,970.00	\$330,859.00	\$373,749.00	\$416,638.00
EX-28	\$264,687.00	\$311,008.00	\$357,328.00	\$403,648	\$449,968.00

Community Rate

Compensation Grade	Minimum	Top of Q1	Midpoint	Top of Q3	Maximum
CR-06	\$16.06	\$17.57	\$19.07	\$20.58	\$22.08
CR-07	\$16.87	\$18.45	\$20.03	\$21.62	\$23.20
CR-08	\$17.71	\$19.37	\$21.03	\$22.69	\$24.35
CR-09	\$18.59	\$20.34	\$22.08	\$23.82	\$25.56
CR-10	\$19.52	\$21.35	\$23.18	\$25.01	\$26.84
CR-11	\$20.51	\$22.43	\$24.35	\$26.28	\$28.20
CR-12	\$21.52	\$23.54	\$25.56	\$27.58	\$29.59
CR-13	\$22.60	\$24.72	\$26.84	\$28.96	\$31.08