

**POSTING IS REQUIRED**

**Classification Notice No. 1683**

**To:** Agency Heads and Employees  
**From:** Karen Niparko, Executive Director of the Office of Human Resources  
**Date:** July 02, 2021  
**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 and changes to employee pay rates to be effective on January 1, 2022.

In 2019, the Mayor’s Office and City Council established minimum wage policies affecting all employers and employees in the City and County of Denver. The city’s current minimum wage ordinance hourly rate is \$15.00 per hour and is required to increase to \$15.87 on January 1, 2022. Based upon review it is recommended that changes be made to the classification and pay plan which includes pay range adjustments and changes to employee pay rates to be no less than \$15.87, effective on January 1, 2022.

**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](mailto: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](mailto:george.branchaud@denvergov.org) at (720) 913-5650 no later than noon on **Tuesday, July 13, 2021.**

**Current Pay Grades and Ranges**

Compensation Grade	Minimum	Top of Q1	Midpoint	Top of Q3	Maximum
A-411	\$15.61	\$16.08	\$16.56	\$17.06	\$17.57
CR-05	\$15.00	\$16.40	\$17.81	\$19.22	\$20.62
CR-FLR	\$15.00	\$15.00	\$15.00	\$15.00	\$15.00
NE-05	\$15.00	\$16.88	\$18.75	\$20.63	\$22.50

**Proposed Pay Grades and Ranges**

Compensation Grade	Minimum	Top of Q1	Midpoint	Top of Q3	Maximum
A-411	\$15.87	\$16.39	\$16.90	\$17.42	\$17.93
CR-05	\$15.87	\$17.36	\$18.84	\$20.33	\$21.81
CR-FLR	\$15.87	\$15.87	\$15.87	\$15.87	\$15.87
NE-05	\$15.87	\$17.86	\$19.84	\$21.83	\$23.81