



POSTING IS REQUIRED

Classification Notice No. 1727

To: Agency Heads and Employees
From: Kathy Nesbitt, Executive Director of the Office of Human Resources
Date: July 8, 2022
Subject: Proposed Change to the Classification and Pay Plan

The proposed change amends the Classification and Pay Plan by adjusting the city’s pay tables and ranges by 2.1%.

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 city’s pay tables that are utilized by classifications in the scope of this study.

The proposed changes affect the following pay grades and ranges: NE-07 through NE-22, EX-05 through EX-26, and CR-06 through CR-13. This applies to non-exempt, exempt, and community rate pay ranges which are recommended to be increased by 2.1%.

Current Pay Tables

Non-Exempt

Compensation Grade	Minimum	Top of Q1	Midpoint	Top of Q3	Maximum
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

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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	\$403,648.00	\$449,968.00

Community Rate

Compensation Grade	Minimum	Top of Q1	Midpoint	Top of Q3	Maximum
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

Proposed Pay Tables

Non-Exempt

Compensation Grade	Minimum	Top of Q1	Midpoint	Top of Q3	Maximum
NE-07	\$17.55	\$19.75	\$21.94	\$24.14	\$26.33
NE-08	\$18.61	\$20.94	\$23.26	\$25.59	\$27.92
NE-09	\$19.72	\$22.19	\$24.65	\$27.12	\$29.58
NE-10	\$20.90	\$23.52	\$26.13	\$28.74	\$31.35
NE-11	\$22.16	\$24.93	\$27.70	\$30.47	\$33.24
NE-12	\$23.48	\$26.42	\$29.35	\$32.29	\$35.22
NE-13	\$24.90	\$28.01	\$31.12	\$34.24	\$37.35
NE-14	\$25.87	\$29.43	\$32.99	\$36.55	\$40.10
NE-15	\$27.43	\$31.20	\$34.97	\$38.75	\$42.52
NE-16	\$29.07	\$33.07	\$37.06	\$41.06	\$45.06
NE-17	\$30.82	\$35.06	\$39.29	\$43.53	\$47.77
NE-18	\$32.67	\$37.16	\$41.65	\$46.15	\$50.64
NE-19	\$34.63	\$39.39	\$44.15	\$48.92	\$53.68
NE-20	\$36.71	\$41.76	\$46.80	\$51.85	\$56.90
NE-21	\$38.90	\$44.25	\$49.60	\$54.95	\$60.30
NE-22	\$41.24	\$46.91	\$52.58	\$58.25	\$63.92

Exempt

Compensation Grade	Minimum	Top of Q1	Midpoint	Top of Q3	Maximum
EX-05	\$50,000.00	\$ 58,125.00	\$ 66,250.00	\$74,375.00	\$82,500.00
EX-06	\$50,647.00	\$58,877.00	\$67,107.00	\$75,338.00	\$83,568.00
EX-07	\$54,699.00	\$63,588.00	\$72,476.00	\$81,365.00	\$90,253.00
EX-08	\$59,075.00	\$68,675.00	\$78,274.00	\$87,874.00	\$97,474.00
EX-09	\$63,801.00	\$74,169.00	\$84,536.00	\$94,904.00	\$105,272.00
EX-10	\$68,905.00	\$80,102.00	\$91,299.00	\$102,496.00	\$113,693.00
EX-11	\$74,417.00	\$86,510.00	\$98,603.00	\$110,696.00	\$122,788.00
EX-12	\$80,371.00	\$93,431.00	\$106,491.00	\$119,552.00	\$132,612.00
EX-13	\$86,801.00	\$100,906.00	\$115,011.00	\$129,117.00	\$143,222.00
EX-14	\$93,744.00	\$108,978.00	\$124,211.00	\$139,445.00	\$154,678.00
EX-15	\$101,244.00	\$117,696.00	\$134,148.00	\$150,601.00	\$167,053.00
EX-16	\$107,319.00	\$126,100.00	\$144,880.00	\$163,661.00	\$182,442.00
EX-17	\$115,904.00	\$136,187.00	\$156,470.00	\$176,754.00	\$197,037.00
EX-18	\$125,176.00	\$147,082.00	\$168,988.00	\$190,894.00	\$212,799.00
EX-19	\$135,190.00	\$158,849.00	\$182,507.00	\$206,165.00	\$229,823.00
EX-20	\$146,005.00	\$171,556.00	\$197,107.00	\$222,658.00	\$248,209.00
EX-21	\$157,686.00	\$185,281.00	\$212,876.00	\$240,471.00	\$268,066.00
EX-22	\$170,301.00	\$200,104.00	\$229,906.00	\$259,709.00	\$289,512.00
EX-23	\$183,924.00	\$216,111.00	\$248,298.00	\$280,485.00	\$312,671.00
EX-24	\$198,639.00	\$233,401.00	\$268,163.00	\$302,925.00	\$337,686.00
EX-25	\$214,530.00	\$252,073.00	\$289,616.00	\$327,159.00	\$364,701.00
EX-26	\$231,693.00	\$272,239.00	\$312,785.00	\$353,332.00	\$393,878.00
EX-27	\$250,227.00	\$294,017.00	\$337,807.00	\$381,597.00	\$425,386.00
EX-28	\$270,246.00	\$317,539.00	\$364,832.00	\$412,125.00	\$459,418.00



Community Rate

Compensation Grade	Minimum	Top of Q1	Midpoint	Top of Q3	Maximum
CR-07	\$17.26	\$18.86	\$20.45	\$22.05	\$23.65
CR-08	\$18.12	\$19.80	\$21.47	\$23.15	\$24.82
CR-09	\$19.02	\$20.78	\$22.54	\$24.30	\$26.06
CR-10	\$19.97	\$21.82	\$23.67	\$25.52	\$27.36
CR-11	\$20.98	\$22.92	\$24.86	\$26.80	\$28.74
CR-12	\$22.03	\$24.07	\$26.10	\$28.14	\$30.18
CR-13	\$23.12	\$25.26	\$27.40	\$29.54	\$31.67

Public Notice of Changes

The scheduled time for the public hearing is **Thursday, July 21, 2022 at 9:00 AM** in the Webb Municipal Building, Career Service Hearings Office on the 1st floor, located at 201 West Colfax Avenue, Denver, CO 80202.

Please submit any questions or comments on this proposal in writing to compensation@denvergov.org by 8:00 AM on **Thursday, July 21, 2022**. 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 19, 2022**.

Effective Date Rule:

DRMC Sec. 18-5 requires the career service board to recommend pay table adjustments to the mayor and city council on or before August 1 of each year. Pay table adjustments recommended in the 2022 Market Analysis will be effective on January 1, 2023, in accordance with Career Service Rule 7-73.