



**POSTING IS REQUIRED**

**Classification Notice No. 1737**

**To:** Agency Heads and Employees  
**From:** Kathy Nesbitt, Executive Director of the Office of Human Resources  
**Date:** September 23, 2022  
**Subject:** Proposed Change to the Classification and Pay Plan

**The proposed change amends the Classification and Pay Plan by creating a new classification of Solid Waste Collection Operator.**

On June 27th, 2022, City Council approved “volume-based pricing.” By providing recycling and composting at no additional charge, the city believes it can meet its goals of reducing landfill waste, addressing climate change, and creating better waste habits. The ordinance changes Denver's system of charging for compost collection, replacing it with a fee for trash that incentivizes recycling and composting. The ordinance now requires charging for trash pickup based on the size of a customer’s trash cart and quantity of waste sent to the landfill. This change will impact the total number of CDL drivers that Solid Waste Management (SWM) will need to hire by January of 2023. SWM will go from bi-weekly to weekly recycling which doubles the number of routes and are also rolling out weekly compost pickup for 150,000 additional households. This will be done in two phases: Phase 1, (Jan 2022 – Oct 2022), 22 additional recycle trucks and 22 additional drivers are needed; in Phase 2 (Nov 2022 – July 2023), an additional 15 trucks and 15 drivers will need to be hired. The city currently uses the Equipment Operator I and II classifications for these roles, but because the city is competing with private sector companies who are starting CDL drivers at \$28.00 and above, the city’s current pay ranges are not competitive and SWM is struggling to attract and retain. SWM currently has 43 vacant positions to fill and can’t do so with the current pay range.

**NEW CLASSIFICATION**

<u>Job Code</u>	<u>Proposed Classification Title</u>	<u>Proposed Pay Grade &amp; Range</u>
CJ3340	Solid Waste Collection Operator	NE-11 (\$21.70 - \$27.13 - \$32.55)

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](mailto:compensation@denvergov.org) by 8:00 AM on **Thursday, October 6, 2022**. Please include a contact name and phone number so that we may respond directly.

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This notice was posted for 13 days from 09/23/22 date to 10/06/22 date with no comments or questions regarding the proposed change. Therefore, per the Class & Comp process, the request is submitted to the Executive Director of the Office of Human Resources for approval, as indicated by the signature above.