



**POSTING IS REQUIRED**

**Classification Notice No. 1742**

**To:** Agency Heads and Employees  
**From:** Kathy Nesbitt, Executive Director of the Office of Human Resources  
**Date:** October 7, 2022  
**Subject:** Proposed Change to the Classification and Pay Plan

**The proposed change amends the Classification and Pay Plan by creating five new bilingual Social Case Worker classifications as well as changing the pay grade of Social Case Worker series and Therapists (Licensed, Supervisor, and Unlicensed).**

This study addresses the emergent need for qualified Social Case Workers within Denver Human Services. The two core components of this study include increasing the pay grades assigned to the five levels of the Social Case Worker classification series by one pay grade and establishing a new classification series for positions assigned to 70% or more bilingual social case work. Additionally, the Therapist classification series used within the Denver Sheriff’s Department has a pay relationship to the Social Case Worker series, therefore, it is proposed to raise this classification series by one pay grade as well.

**NEW CLASSIFICATIONS**

<b><u>Proposed Classification Title</u></b>	<b><u>Proposed Pay Grade/Range</u></b>
Social Case Worker Bilingual	EX-07 (\$53,574 - \$70,986 - \$88,397)
Social Case Worker Senior Bilingual	EX-08 (\$57,860 - \$76,665 - \$95,469)
Social Case Worker Lead Bilingual	EX-09 (\$62,488 - \$82,797 - \$103,105)
Social Case Worker Supervisor Bilingual	EX-11 (\$72,887 - \$96,576 - \$120,264)
Social Case Worker Administrator	EX-12 (\$78,718 - \$104,302 - \$129,885)

**PAY GRADE CHANGES**

<b><u>Current Classification Title</u></b>	<b><u>Current Pay Grade/Range</u></b>	<b><u>Proposed Pay Grade/Range</u></b>
Social Case Worker	EX-06 (\$49,605-\$65,727 -\$81,848)	EX-07 (\$53,574-\$70,986-\$88,397)
Social Case Worker Hourly	EX-06 (\$49,605 - \$65,727 - \$81,848)	EX-07 (\$53,574 - \$70,986 - \$88,397)
Social Case Worker Lead	EX-08 (\$57,860 - \$76,665 - \$95,469)	EX-09 (\$62,488 - \$82,797 - \$103,105)
Social Case Worker Senior	EX-07 (\$53,574 - \$70,986 - \$88,397)	EX-08 (\$57,860 - \$76,665 - \$95,469)
Social Case Worker Staff	NE-10 (\$20.47 - \$25.59 - \$30.71)	NE-11 (\$21.70 - \$27.13 - \$32.55)
Social Case Worker Supervisor	EX-10 (\$67,488 - \$89,422 - \$111,355)	EX-11 (\$72,887 - \$96,576 - \$120,264)
Therapist Unlicensed	NE-13 (\$24.38 - \$30.48 - \$36.57)	NE-14 (\$25.34 - \$32.31 -\$39.28)
Therapist Licensed	NE-14 (\$25.34 - \$32.31 -\$39.28)	NE-15 (\$26.86 - \$34.25 - \$41.63)
Therapist Supervisor	EX-09 (\$62,488 - \$82,797 - \$103,105)	EX-10 (\$67,488 - \$89,422 - \$111,355)

**Office of Human Resources**  
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## Public Notice of Changes

The scheduled time for the public hearing is **Thursday, October 20, 2022, at 9:00 AM** in the Webb Municipal Building, Career Service Hearings Office on the 1<sup>st</sup> 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](mailto:compensation@denvergov.org) by 8:00 AM on **Thursday, October 20, 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 Frances Trujillo [frances.trujillo@denvergov.org](mailto:frances.trujillo@denvergov.org) at (720) 913-5168 no later than noon on **Tuesday, October 18, 2022**.

Career Service Rule 7-37 Effective Dates, Section A: If it is determined that changes to the classification and pay plan are necessary, the effective date of any resulting changes to the classification and 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 and 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.