



**POSTING IS REQUIRED**

**Classification Notice No. 1743**

**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 changing the pay grade and ranges for the 911 Emergency Communication Technicians, 911 Dispatch Support Specialist, 911 Police Dispatchers, and the 911 Emergency Communication Supervisor.**

The Department of Safety 911 Communication Center requested an urgent market review of its 911 series of Emergency Communication Technicians, Dispatch Support Specialist, Police Dispatchers, and Emergency Communication Supervisors. This classification series has sustained significant market pressures due to the competitiveness of recruiting as well as the complexity and stress of the duties. The turnover rate for these classifications in 2022 year-to-date is 25.15%, and the 911 Communication Center is struggling to operate with a 21.6% vacancy rate.

**PAY GRADE CHANGES**

<u>Current Classification Title</u>	<u>Current Pay Grade/Range</u>	<u>Proposed Pay Grade/Range</u>
911 Emergency Communication Technician	NE-10 (\$20.47-\$25.59-\$30.71)	NE-13 (\$24.38-\$30.48-\$36.57)
911 Emergency Communication Technician Lead	NE-11 (\$21.70-\$27.13-\$32.55)	NE-14 (\$25.34-\$32.31-\$39.28)
911 Dispatch Support Specialist	NE-12 (\$23.00-\$28.75-\$34.50)	NE-15 (\$26.86-\$34.25-\$41.63)
911 Police Dispatcher	NE-13 (\$24.38-\$30.48-\$36.57)	NE-16 (\$28.47-\$36.30-\$44.13)
911 Police Dispatcher Lead	NE-14 (\$25.34-\$32.31-\$39.28)	NE-17 (\$30.18-\$38.48-\$46.78)
911 Emergency Communication Supervisor	EX-09 (\$62,488-\$89,421-\$103,105)	EX-11 (\$72,887-\$96,575-\$120,264)

**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.

Office of Human Resources  
201 W. Colfax Ave. Dept. 412 | Denver, CO 80202  
p: 720.913.5751 | f: 720.913.5720  
[www.denvergov.org/humanresources](http://www.denvergov.org/humanresources)