



POSTING IS REQUIRED

Classification Notice No. 1746

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 range for all manager and higher-level classifications by one pay grade (see attached list of classifications).

Based on a combination of market pressures resulting in hiring at higher rates of pay, increasing upward pay grade compression of subordinate supervisory and individual contributor classifications to their management, and market data all necessitate raising all manager and higher classifications in the classification and pay plan by one pay grade.

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 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, 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 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

Job Code	Classification Title	Current Pay Grade	Current Range Minimum	Current Range Midpoint	Current Range Maximum	New Pay Grade	New Range Minimum	New Range Midpoint	New Range Maximum
CA2632	Air Service Development Manager	EX-16	105,111.00	141,900.00	178,689.00	EX-17	113,520.00	153,252.00	192,984.00
CA3150	Airport Commercial Director	EX-16	105,111.00	141,900.00	178,689.00	EX-17	113,520.00	153,252.00	192,984.00
CA3136	Airport Commercial Manager	EX-13	85,015.00	112,645.00	140,275.00	EX-14	91,816.00	121,656.00	151,496.00
CE2778	Airport Environmental Director	EX-16	105,111.00	141,900.00	178,689.00	EX-17	113,520.00	153,252.00	192,984.00
CE2779	Airport Planning Director	EX-17	113,520.00	153,252.00	192,984.00	EX-18	122,601.00	165,512.00	208,422.00
CE3123	Airport Planning Manager	EX-15	99,162.00	131,389.00	163,617.00	EX-16	105,111.00	141,900.00	178,689.00
CA2757	Airside Operations Director	EX-16	105,111.00	141,900.00	178,689.00	EX-17	113,520.00	153,252.00	192,984.00
CA2820	Airside Operations Manager	EX-14	91,816.00	121,656.00	151,496.00	EX-15	99,162.00	131,389.00	163,617.00
CL1742	Assistant City Attorney Division Director	EX-20	143,002.00	193,053.00	243,103.00	EX-21	154,443.00	208,498.00	262,553.00
DL1454	Assistant District Attorney	EX-21	154,443.00	208,498.00	262,553.00	EX-22	166,798.00	225,177.00	283,557.00
CO2725	Associate Director Physician Services	EX-24	194,553.00	262,647.00	330,740.00	EX-25	210,118.00	283,659.00	357,201.00
CA0794	Aviation Director Senior	EX-17	113,520.00	153,252.00	192,984.00	EX-18	122,601.00	165,512.00	208,422.00
CA2822	Aviation Operations Director	EX-16	105,111.00	141,900.00	178,689.00	EX-17	113,520.00	153,252.00	192,984.00
CA2821	Aviation Operations Manager Senior	EX-14	91,816.00	121,656.00	151,496.00	EX-15	99,162.00	131,389.00	163,617.00
CA2760	Aviation Security Director	EX-16	105,111.00	141,900.00	178,689.00	EX-17	113,520.00	153,252.00	192,984.00
CA2819	Aviation Security Manager	EX-14	91,816.00	121,656.00	151,496.00	EX-15	99,162.00	131,389.00	163,617.00
CA3200	Building Information Modeling Manager	EX-16	105,111.00	141,900.00	178,689.00	EX-17	113,520.00	153,252.00	192,984.00
DL1176	Chief Deputy District Attorney	EX-19	132,410.00	178,753.00	225,097.00	EX-20	143,002.00	193,053.00	243,103.00
MI2445	Chief Information Officer	EX-21	154,443.00	208,498.00	262,553.00	EX-22	166,798.00	225,177.00	283,557.00
CO2726	Chief Medical Examiner and Coroner	EX-26	226,927.00	306,352.00	385,776.00	EX-27	245,081.00	330,859.00	416,638.00
OL3260	Chief Municipal Public Defender	EX-21	154,443.00	208,498.00	262,553.00	EX-22	166,798.00	225,177.00	283,557.00
CA3241	Chief Probation Officer	EX-15	99,162.00	131,389.00	163,617.00	EX-16	105,111.00	141,900.00	178,689.00
CV2125	City Controller	EX-18	122,601.00	165,512.00	208,422.00	EX-19	132,410.00	178,753.00	225,097.00
CE2786	City Engineer	EX-21	154,443.00	208,498.00	262,553.00	EX-22	166,798.00	225,177.00	283,557.00
CA0732	City Forester	EX-14	91,816.00	121,656.00	151,496.00	EX-15	99,162.00	131,389.00	163,617.00
OA3346	City Librarian	EX-17	113,520.00	153,252.00	192,984.00	EX-18	122,601.00	165,512.00	208,422.00
CE3125	City Planning Director	EX-17	113,520.00	153,252.00	192,984.00	EX-18	122,601.00	165,512.00	208,422.00
CE3124	City Planning Manager	EX-15	99,162.00	131,389.00	163,617.00	EX-16	105,111.00	141,900.00	178,689.00
CE0381	City Surveyor	EX-15	99,162.00	131,389.00	163,617.00	EX-16	105,111.00	141,900.00	178,689.00
CA3377	Clerk of Court	EX-15	99,162.00	131,389.00	163,617.00	EX-16	105,111.00	141,900.00	178,689.00
CA2436	Contact Center Director	EX-13	85,015.00	112,645.00	140,275.00	EX-14	91,816.00	121,656.00	151,496.00
CN3323	County Court Marshal Chief	EX-14	91,816.00	121,656.00	151,496.00	EX-15	99,162.00	131,389.00	163,617.00
CA3380	Court Division Manager	EX-12	78,718.00	104,301.00	129,885.00	EX-13	85,015.00	112,645.00	140,275.00
CA3214	Court Executive	EX-18	122,601.00	165,512.00	208,422.00	EX-19	132,410.00	178,753.00	225,097.00
CA3242	Deputy Chief Probation Officer	EX-12	78,718.00	104,301.00	129,885.00	EX-13	85,015.00	112,645.00	140,275.00
ML0030	Deputy City Attorney	EX-21	154,443.00	208,498.00	262,553.00	EX-22	166,798.00	225,177.00	283,557.00
CE3201	Deputy City Surveyor	EX-14	91,816.00	121,656.00	151,496.00	EX-15	99,162.00	131,389.00	163,617.00
CA3215	Deputy Court Executive	EX-16	105,111.00	141,900.00	178,689.00	EX-17	113,520.00	153,252.00	192,984.00
CA0772	Deputy Director Emergency Management	EX-14	91,816.00	121,656.00	151,496.00	EX-15	99,162.00	131,389.00	163,617.00
CA3069	Deputy Director of Aviation	EX-20	143,002.00	193,053.00	243,103.00	EX-21	154,443.00	208,498.00	262,553.00
CA2984	Deputy Director Office of Human Resources	EX-19	132,410.00	178,753.00	225,097.00	EX-20	143,002.00	193,053.00	243,103.00
GA2862	Deputy Executive Director of Aviation	EX-21	154,443.00	208,498.00	262,553.00	EX-22	166,798.00	225,177.00	283,557.00
AA3238	Deputy Manager	EX-19	132,410.00	178,753.00	225,097.00	EX-20	143,002.00	193,053.00	243,103.00
CA2951	Deputy Manager	EX-19	132,410.00	178,753.00	225,097.00	EX-20	143,002.00	193,053.00	243,103.00
EA3207	Deputy Manager	EX-19	132,410.00	178,753.00	225,097.00	EX-20	143,002.00	193,053.00	243,103.00
MA2952	Deputy Manager	EX-19	132,410.00	178,753.00	225,097.00	EX-20	143,002.00	193,053.00	243,103.00
CA2775	Deputy Manager Aviation	EX-19	132,410.00	178,753.00	225,097.00	EX-20	143,002.00	193,053.00	243,103.00
GA2868	Deputy Manager Aviation	EX-19	132,410.00	178,753.00	225,097.00	EX-20	143,002.00	193,053.00	243,103.00
CA2758	Director	EX-14	91,816.00	121,656.00	151,496.00	EX-15	99,162.00	131,389.00	163,617.00
EA2759	Director	EX-14	91,816.00	121,656.00	151,496.00	EX-15	99,162.00	131,389.00	163,617.00
LA2854	Director	EX-14	91,816.00	121,656.00	151,496.00	EX-15	99,162.00	131,389.00	163,617.00
MA2772	Director	EX-14	91,816.00	121,656.00	151,496.00	EX-15	99,162.00	131,389.00	163,617.00
VA3032	Director	EX-14	91,816.00	121,656.00	151,496.00	EX-15	99,162.00	131,389.00	163,617.00
CA2767	Director Emergency Communication Center	EX-15	99,162.00	131,389.00	163,617.00	EX-16	105,111.00	141,900.00	178,689.00
CE2780	Director Engineering and Science	EX-16	105,111.00	141,900.00	178,689.00	EX-17	113,520.00	153,252.00	192,984.00
CA2761	Director Fleet Maintenance	EX-14	91,816.00	121,656.00	151,496.00	EX-15	99,162.00	131,389.00	163,617.00
CA2762	Director Golf	EX-14	91,816.00	121,656.00	151,496.00	EX-15	99,162.00	131,389.00	163,617.00
CA3037	Director Hourly	EX-14	91,816.00	121,656.00	151,496.00	EX-15	99,162.00	131,389.00	163,617.00
CA2754	Director Natural Resources	EX-14	91,816.00	121,656.00	151,496.00	EX-15	99,162.00	131,389.00	163,617.00
MA0054	Director of the Denver Office of Economic Development	EX-20	143,002.00	193,053.00	243,103.00	EX-21	154,443.00	208,498.00	262,553.00
CA2763	Director Parks	EX-14	91,816.00	121,656.00	151,496.00	EX-15	99,162.00	131,389.00	163,617.00
CA2766	Director Purchasing	EX-15	99,162.00	131,389.00	163,617.00	EX-16	105,111.00	141,900.00	178,689.00
CA2753	Director Recreation	EX-14	91,816.00	121,656.00	151,496.00	EX-15	99,162.00	131,389.00	163,617.00
CA2769	Director Solid Waste	EX-15	99,162.00	131,389.00	163,617.00	EX-16	105,111.00	141,900.00	178,689.00
CA2770	Director Street Maintenance	EX-15	99,162.00	131,389.00	163,617.00	EX-16	105,111.00	141,900.00	178,689.00
CA2773	Director Traffic Operations	EX-15	99,162.00	131,389.00	163,617.00	EX-16	105,111.00	141,900.00	178,689.00
CE2783	Engineer-Architect Director	EX-18	122,601.00	165,512.00	208,422.00	EX-19	132,410.00	178,753.00	225,097.00
CE2785	Engineer-Architect Executive	EX-20	143,002.00	193,053.00	243,103.00	EX-21	154,443.00	208,498.00	262,553.00
CE2781	Engineer-Architect Manager	EX-16	105,111.00	141,900.00	178,689.00	EX-17	113,520.00	153,252.00	192,984.00
CE2782	Engineer-Architect Manager Senior	EX-17	113,520.00	153,252.00	192,984.00	EX-18	122,601.00	165,512.00	208,422.00
CE2271	Environmental Public Health Manager	EX-15	99,162.00	131,389.00	163,617.00	EX-16	105,111.00	141,900.00	178,689.00
CA1769	Executive	EX-17	113,520.00	153,252.00	192,984.00	EX-18	122,601.00	165,512.00	208,422.00
LA1770	Executive	EX-17	113,520.00	153,252.00	192,984.00	EX-18	122,601.00	165,512.00	208,422.00
MA1785	Executive	EX-17	113,520.00	153,252.00	192,984.00	EX-18	122,601.00	165,512.00	208,422.00
AA3237	Executive Director	EX-17	113,520.00	153,252.00	192,984.00	EX-18	122,601.00	165,512.00	208,422.00
EA3219	Executive Director	EX-17	113,520.00	153,252.00	192,984.00	EX-18	122,601.00	165,512.00	208,422.00
MA0059	Executive Director	EX-17	113,520.00	153,252.00	192,984.00	EX-18	122,601.00	165,512.00	208,422.00
YA1600	Executive Director City Council Staff	EX-14	91,816.00	121,656.00	151,496.00	EX-15	99,162.00	131,389.00	163,617.00
QA3259	Executive Director Civil Service Commission	EX-15	99,162.00	131,389.00	163,617.00	EX-16	105,111.00	141,900.00	178,689.00
QA3071	Executive Director Office of Human Resources	EX-21	154,443.00	208,498.00	262,553.00	EX-22	166,798.00	225,177.00	283,557.00
AA1763	Executive Manager	EX-16	105,111.00	141,900.00	178,689.00	EX-17	113,520.00	153,252.00	192,984.00
CA3099	Executive Manager	EX-16	105,111.00	141,900.00	178,689.00	EX-17	113,520.00	153,252.00	192,984.00
EA1766	Executive Manager	EX-16	105,111.00	141,900.00	178,689.00	EX-17	113,520.00	153,252.00	192,984.00
LA3059	Executive Manager	EX-16	105,111.00	141,900.00	178,689.00	EX-17	113,520.00	153,252.00	192,984.00
MA1784	Executive Manager	EX-16	105,111.00	141,900.00	178,689.00	EX-17	113,520.00	153,252.00	192,984.00
LA3333	Executive Manager Hourly	EX-16	105,111.00	141,900.00	178,689.00	EX-17	113,520.00	153,252.00	192,984.00
MA0060	Executive Officer	EX-15	99,162.00	131,389.00	163,617.00	EX-16	105,111.00	141,900.00	178,689.00
CA2764	Facilities Management Director	EX-14	91,816.00	121,656.00	151,496.00	EX-15	99,162.00	131,389.00	163,617.00
CA3314	Facilities Management Manager	EX-13	85,015.00	112,645.00	140,275.00	EX-14	91,816.00	121,656.00	151,496.00
CV2793	Financial Director	EX-16	105,111.00	141,900.00	178,689.00	EX-17	113,520.00	153,252.00	192,984.00
LV2849	Financial Director	EX-16	105,111.00	141,900.00	178,689.00	EX-17	113,520.00	153,252.00	192,984.00
CV2972	Financial Director Hourly	EX-16	105,111.00	141,900.00	178,689.00	EX-17	113,520.00	153,252.00	192,984.00
CV2794	Financial Executive	EX-18	122,601.00	165,512.00	208,422.00	EX-19	132,410.00	178,753.00	225,097.00
CV2792	Financial Manager	EX-14	91,816.00	121,656.00	151,496.00	EX-15			

Job Code	Classification Title	Current Pay Grade	Current Range Minimum	Current Range Midpoint	Current Range Maximum	New Pay Grade	New Range Minimum	New Range Midpoint	New Range Maximum
CA2989	HR Director	EX-15	99,162.00	131,389.00	163,617.00	EX-16	105,111.00	141,900.00	178,689.00
LA3025	HR Director	EX-15	99,162.00	131,389.00	163,617.00	EX-16	105,111.00	141,900.00	178,689.00
CA3384	HR Director Hourly	EX-15	99,162.00	131,389.00	163,617.00	EX-16	105,111.00	141,900.00	178,689.00
CA3009	HR FMLA and ADA Manager	EX-13	85,015.00	112,645.00	140,275.00	EX-14	91,816.00	121,656.00	151,496.00
CA3004	HR Learning and Development Director	EX-16	105,111.00	141,900.00	178,689.00	EX-17	113,520.00	153,252.00	192,984.00
CA3005	HR Learning and Development Manager	EX-13	85,015.00	112,645.00	140,275.00	EX-14	91,816.00	121,656.00	151,496.00
LA3208	HR Learning and Development Manager	EX-13	85,015.00	112,645.00	140,275.00	EX-14	91,816.00	121,656.00	151,496.00
CA2747	HR Manager	EX-13	85,015.00	112,645.00	140,275.00	EX-14	91,816.00	121,656.00	151,496.00
LA3030	HR Manager	EX-13	85,015.00	112,645.00	140,275.00	EX-14	91,816.00	121,656.00	151,496.00
VA3023	HR Manager	EX-13	85,015.00	112,645.00	140,275.00	EX-14	91,816.00	121,656.00	151,496.00
CA3014	HR Recruiting Manager	EX-13	85,015.00	112,645.00	140,275.00	EX-14	91,816.00	121,656.00	151,496.00
CA3013	HR Talent Acquisition Director	EX-16	105,111.00	141,900.00	178,689.00	EX-17	113,520.00	153,252.00	192,984.00
CA2998	HR Technology and Innovation Director	EX-16	105,111.00	141,900.00	178,689.00	EX-17	113,520.00	153,252.00	192,984.00
CV3306	Internal Audit Director AO	EX-16	105,111.00	141,900.00	178,689.00	EX-17	113,520.00	153,252.00	192,984.00
CV3305	Internal Audit Manager AO	EX-14	91,816.00	121,656.00	151,496.00	EX-15	99,162.00	131,389.00	163,617.00
CV3381	Internal Audit Senior Manager AO	EX-15	99,162.00	131,389.00	163,617.00	EX-16	105,111.00	141,900.00	178,689.00
CV3298	Internal Auditor Information Systems Manager AO	EX-15	99,162.00	131,389.00	163,617.00	EX-16	105,111.00	141,900.00	178,689.00
CI2789	IT Director	EX-18	122,601.00	165,512.00	208,422.00	EX-19	132,410.00	178,753.00	225,097.00
CI3033	IT Director Senior	EX-19	132,410.00	178,753.00	225,097.00	EX-20	143,002.00	193,053.00	243,103.00
CI2790	IT Executive	EX-20	143,002.00	193,053.00	243,103.00	EX-21	154,443.00	208,498.00	262,553.00
CI2787	IT Manager	EX-16	105,111.00	141,900.00	178,689.00	EX-17	113,520.00	153,252.00	192,984.00
LI2906	IT Manager	EX-16	105,111.00	141,900.00	178,689.00	EX-17	113,520.00	153,252.00	192,984.00
CI2788	IT Manager Senior	EX-17	113,520.00	153,252.00	192,984.00	EX-18	122,601.00	165,512.00	208,422.00
LI2851	IT Manager Senior	EX-17	113,520.00	153,252.00	192,984.00	EX-18	122,601.00	165,512.00	208,422.00
CI1870	IT Security Manager	EX-17	113,520.00	153,252.00	192,984.00	EX-18	122,601.00	165,512.00	208,422.00
LA2765	Library Director	EX-14	91,816.00	121,656.00	151,496.00	EX-15	99,162.00	131,389.00	163,617.00
LA2749	Library Manager	EX-12	78,718.00	104,301.00	129,885.00	EX-13	85,015.00	112,645.00	140,275.00
CA2750	Manager	EX-13	85,015.00	112,645.00	140,275.00	EX-14	91,816.00	121,656.00	151,496.00
EA2771	Manager	EX-13	85,015.00	112,645.00	140,275.00	EX-14	91,816.00	121,656.00	151,496.00
LA3113	Manager	EX-13	85,015.00	112,645.00	140,275.00	EX-14	91,816.00	121,656.00	151,496.00
MA2751	Manager	EX-13	85,015.00	112,645.00	140,275.00	EX-14	91,816.00	121,656.00	151,496.00
CE2777	Manager Engineering and Science	EX-15	99,162.00	131,389.00	163,617.00	EX-16	105,111.00	141,900.00	178,689.00
CA3053	Marketing and Communications Director	EX-15	99,162.00	131,389.00	163,617.00	EX-16	105,111.00	141,900.00	178,689.00
EA3240	Marketing and Communications Director	EX-15	99,162.00	131,389.00	163,617.00	EX-16	105,111.00	141,900.00	178,689.00
LA3229	Marketing and Communications Director	EX-15	99,162.00	131,389.00	163,617.00	EX-16	105,111.00	141,900.00	178,689.00
CA3322	Marketing and Communications Director Hourly	EX-15	99,162.00	131,389.00	163,617.00	EX-16	105,111.00	141,900.00	178,689.00
CA2839	Marketing and Communications Manager	EX-13	85,015.00	112,645.00	140,275.00	EX-14	91,816.00	121,656.00	151,496.00
LA2844	Marketing and Communications Manager	EX-13	85,015.00	112,645.00	140,275.00	EX-14	91,816.00	121,656.00	151,496.00
CO2715	Medical Imaging Manager	EX-12	78,718.00	104,301.00	129,885.00	EX-13	85,015.00	112,645.00	140,275.00
QA3269	Monitor OIM	EX-16	105,111.00	141,900.00	178,689.00	EX-17	113,520.00	153,252.00	192,984.00
CO2791	Paramedic Assistant Chief	EX-14	91,816.00	121,656.00	151,496.00	EX-15	99,162.00	131,389.00	163,617.00
CO2716	Paramedic Chief	EX-16	105,111.00	141,900.00	178,689.00	EX-17	113,520.00	153,252.00	192,984.00
LA2557	Publication Manager	EX-10	67,488.00	89,421.00	111,355.00	EX-11	72,887.00	96,575.00	120,264.00
CA0722	Purchasing Manager	EX-13	85,015.00	112,645.00	140,275.00	EX-14	91,816.00	121,656.00	151,496.00
CA0963	Recreation Manager	EX-11	72,887.00	96,575.00	120,264.00	EX-12	78,718.00	104,301.00	129,885.00
CA3253	Revenue Development Partner Manager	EX-13	85,015.00	112,645.00	140,275.00	EX-14	91,816.00	121,656.00	151,496.00
DL1184	Senior Chief Deputy District Attorney	EX-20	143,002.00	193,053.00	243,103.00	EX-21	154,443.00	208,498.00	262,553.00
DL3391	Senior Chief Deputy District Attorney Hourly	EX-20	143,002.00	193,053.00	243,103.00	EX-21	154,443.00	208,498.00	262,553.00
CO3349	Shelter Veterinarian Chief	EX-15	99,162.00	131,389.00	163,617.00	EX-16	105,111.00	141,900.00	178,689.00
CE1680	Wastewater Quality Control Manager	EX-14	91,816.00	121,656.00	151,496.00	EX-15	99,162.00	131,389.00	163,617.00