



POSTING IS REQUIRED

Classification Notice No. 1747

To: Agency Heads and Employees
From: Kathy Nesbitt, Executive Director of the Office of Human Resources
Date: October 14, 2022
Subject: Proposed Change to the Classification and Pay Plan

The proposed change amends the Classification and Pay Plan by revising the pay grade and range for the Asphalt Plant Mechanic and creating a new classification for Asphalt Mechanic Lead.

Department of Transportation and Infrastructure (DOTI) is struggling with attracting and retaining Asphalt Plant Mechanics because of the pay range not being competitive in the market. OHR was asked to ensure the current pay grade and range is appropriate based on the type and level of duties as compared to the Fleet Technicians who are responsible for maintaining city vehicles that are used in asphalt repair and maintenance. Asphalt Plant Mechanics perform skilled journey level work in the maintenance and repair of asphalt plant equipment. DOTI also acknowledged the need for a lead level that would help oversee the Asphalt Plant Mechanic and other employees in the asphalt plant. In lieu of market data being available for this niche work, it is proposed to establish the Asphalt Plant Mechanic and Lead classifications at NE-13 and NE-14 respectively based upon a relationship to the Fleet Technician series.

PAY GRADE CHANGE

<u>Classification Title</u>	<u>Current Pay Grade & Range</u>	<u>Proposed Pay Grade/Range</u>
Asphalt Plant Mechanic	NE-11 (\$21.70 - \$27.13 - \$32.55)	NE-13 (\$24.38 - \$30.48 - \$36.57)

NEW CLASSIFICATION

<u>Proposed Classification Title</u>	<u>Proposed Pay Grade/Range</u>
Asphalt Plant Mechanic Lead	NE-14 (\$25.34 - \$32.31 - \$39.28)

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 by 8:00 AM on **Thursday, October 27, 2022**. Please include a contact name and phone number so that we may respond directly.

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