



POSTING IS REQUIRED

Classification Notice No. 1766

To: Agency Heads and Employees
From: Kathy Nesbitt, Executive Director of the Office of Human Resources
Date: March 17, 2023
Subject: Proposed Changes to the Classification and Pay Plan

The proposed change amends the Classification and Pay Plan by revising the pay grade of Zookeeper and Zoo Veterinary Technician, and abolishing the classification of Zoo Area Supervisor.

The Denver Zoo Foundation (“the Zoo”) maintains a cooperative separation operating agreement with the City and County of Denver which took effect in 1998. There are currently 12 City and County of Denver career service employees who remain employed at the Zoo. The Zoo recently had a classification study conducted which resulted in pay range adjustments to classifications within its organization. Consequently, the Zoo requested the city to adjust pay grades of Zoo classifications still encumbered by career service employees. Based on the market data provided by the Zoo, it is recommended that the pay grades for the Zookeeper and Zoo Veterinary Technician classifications be increased by two pay grades to reflect the Zoo’s similarly classified positions’ pay grade ranges. The Zoo also requested that the Zoo Area Supervisor classification be abolished since this classification is vacant and will not be used in the future.

PAY GRADE CHANGE

<u>Job Code</u>	<u>Class Title</u>	<u>Current Pay Grade & Range</u>	<u>Proposed Pay Grade & Range</u>
CA2105	Zookeeper	NE-09 (\$19.72-\$24.65-\$29.58)	NE-11 (\$22.16-\$27.70-\$33.24)
CO2672	Zoo Veterinary Technician	NE-12 (\$23.48-\$29.35-\$35.22)	NE-14 (\$25.87-\$32.99-\$40.10)

CLASSIFICATION ABOLISHMENT

<u>Job Code</u>	<u>Class Title</u>	<u>Pay Grade & Range</u>
CA2102	Zoo Area Supervisor	EX-06 (\$50,647.00-\$67,107.00-\$83,568.00)

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, March 30, 2023**. Please include a contact name and phone number so that we may respond directly.

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