



**POSTING IS REQUIRED**

**Classification Notice No. 1793**

**To:** Agency Heads and Employees  
**From:** Kathy Nesbitt, Executive Director of the Office of Human Resources  
**Date:** September 22, 2023  
**Subject:** Proposed Changes to the Classification and Pay Plan

**The proposed change amends the Classification and Pay Plan by creating a new classification of Director of Wastewater.**

Department of Transportation and Infrastructure (DOTI) requested a new Director of Wastewater classification. Currently DOTI uses the administrative Director (EX-15) classification for this role, however, this does not align with DOTI’s organizational structure with other DOTI Directors of technical niche specialty areas in its other large divisions that carry the same scope and responsibility. Examples include Director of Solid Waste, Director of Street Maintenance, and Director of Transportation, which are all EX-16. Additionally, the Water Quality Control Manager (EX-15) is the same pay grade as the Director but performs lower-level duties and responsibilities and yet reports to the Director. As a result, the Office of Human Resources (OHR) proposes to create a new EX-16 Director of Wastewater classification.

**NEW CLASSIFICATION**

<b><u>Job Code</u></b>	<b><u>Proposed Classification Title</u></b>	<b><u>Proposed Pay Grade &amp; Range</u></b>
CA3461	Director of Wastewater	EX-16 (\$107,319 - \$144,880 - \$182,442)

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](mailto:compensation@denvergov.org) by 8:00 AM on **Thursday, October 5, 2023**. Please include a contact name and phone number so that we may respond directly.

**Office of Human Resources**  
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