



POSTING IS REQUIRED

Classification Notice No. 1796

To: Agency Heads and Employees
From: Kathy Nesbitt, Executive Director of the Office of Human Resources
Date: October 6, 2023
Subject: Proposed Change to the Classification and Pay Plan

The proposed changes amend the Classification and Pay Plan by revising the pay grades of IT Developer Staff, IT Developer Associate, IT Developer Senior, creating a new classification of IT Developer Specialist, and abolishing IT ERP Developer Associate, IT ERP Developer Senior, IT ERP Systems Analyst Associate, IT ERP Systems Analyst Senior, and IT ERP Applications Administrator II.

Technology Services requested that OHR Classification and Compensation revise the IT Developer classification series, which included integrating the duties from the IT ERP classification series based on overlapping duties and responsibilities among the two-classification series. The revised classification series will perform professional systems analysis and programming work to design and implement systems configurations and integrations involving multiple operating systems and databases, which includes the design and development of business solutions and technical specification for operating systems and applications. As a result of combining the duties into one classification series, market data was reviewed. It is proposed to establish the revised IT Developer classification series by increasing the pay grades by two grades for the IT Developer Staff, Associate, and Senior respectively, and it is proposed to establish the new IT Developer Specialist two grades higher than the IT Developer Senior to complete the classification series.

PAY GRADE CHANGES

<u>Job Code & Classification Title</u>	<u>Current Pay Grade & Range</u>	<u>Proposed Pay Grade & Range</u>
CI1447 IT Developer Staff	EX-07 (\$54,699.00-\$72,476.00-\$90,253.00)	EX-09 (\$63,801-\$84,536-\$105,272)
LI1574 IT Developer Staff	EX-07 (\$54,699.00-\$72,476.00-\$90,253.00)	EX-09 (\$63,801-\$84,536-\$105,272)
CI3372 IT Developer Staff Hourly	EX-07 (\$54,699.00-\$72,476.00-\$90,253.00)	EX-09 (\$63,801-\$84,536-\$105,272)
CI1451 IT Developer Associate	EX-10 (\$68,905.00-\$91,299.00-\$113,693.00)	EX-12 (\$80,371-\$106,491-\$132,612)
LI1576 IT Developer Associate	EX-10 (\$68,905.00-\$91,299.00-\$113,693.00)	EX-12 (\$80,371-\$106,491-\$132,612)
CI2905 IT Developer Associate Hourly	EX-10 (\$68,905.00-\$91,299.00-\$113,693.00)	EX-12(\$80,371-\$106,491-\$132,612)
CI1452 IT Developer Senior	EX-12 (\$80,371.00-\$106,491.00-\$132,612.00)	EX-14 (\$93,744-\$124,211-\$154,678)
LI1578 IT Developer Senior	EX-12 (\$80,371.00-\$106,491.00-\$132,612.00)	EX-14 (\$93,744-\$124,211-\$154,678)
CI3114 IT Developer Senior Hourly	EX-12 (\$80,371.00-\$106,491.00-\$132,612.00)	EX-14(\$93,744-\$124,211-\$154,678)

NEW CLASSIFICATION

<u>Job Code & Classification Title</u>	<u>Proposed Pay Grade & Range</u>
CI3388 IT Developer Specialist	EX-16 (\$107,319-\$144,880-\$182,442)

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ABOLISHED CLASSIFICATIONS

<u>Job Code & Classification Title</u>	<u>Current Pay Grade & Range</u>
CI2325 IT ERP Developer Associate	EX-11 (\$74,417-\$98,603-\$122,788)
CI2324 IT ERP Developer Senior	EX-13 (\$86,801-\$115,011-\$143,222)
CI2328 IT ERP Systems Analyst Associate	EX-11 (\$74,417-\$98,603-\$122,788)
CI2327 IT ERP Systems Analyst Senior	EX-13 (\$86,801-\$115,011-\$143,222)
CI2416 IT ERP Applications Administrator II	EX-13 (\$86,801-\$115,011-\$143,222)

Public Notice of Changes

The scheduled time for the public hearing is **Thursday, October 19, 2023, 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.

If anyone wishes to submit written comments to the Board on this proposal, please submit them by no later than **noon (12:00 p.m.) on Monday, October 16, 2023:**

Cinthia Febres-Sutherlin, Executive Administrator
Office of Human Resources
(720)337-6447
Cinthia.febres-sutherlin@denvergov.org

If anyone wishes to be heard by the Board on this proposal, please submit your name and phone number by no later than **noon (12:00 p.m.) on Monday, October 16, 2023** to cinthia.febres-sutherlin@denvergov.org

If you have any questions about this proposal, please submit them in writing to compensation@denvergov.org by **noon (12 p.m.) on Wednesday, October 18, 2023**. Please include a contact name and phone number so that we may respond to your question directly.

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.