



POSTING IS REQUIRED

Classification Notice No. 1798

To: Agency Heads and Employees
From: Kathy Nesbitt, Executive Director of the Office of Human Resources
Date: October 20, 2023
Subject: Proposed Changes to the Classification and Pay Plan

The proposed change amends the Classification and Pay Plan by changing the pay grade of Wastewater Quality Control Supervisor.

The Wastewater Division of Department of Transportation and Infrastructure (DOTI) requested the Office of Human Resources (OHR) to review the pay grade of the Wastewater Quality Control Supervisor. This classification supervises the daily operations of the Wastewater Sampling Section and employees who collect samples and perform accurate field tests on liquids and materials using a variety of measuring devices. However, a similar supervisory-level classification, Operations Supervisor (EX-10) is two pay grades higher, which is causing concern for the division due to the similarity in duties and internal organizational structure. OHR reviewed and determined that this classification is indeed quite similar in duties and responsibilities. Additionally, this classification reports to the Wastewater Quality Control Manager (EX-15), a seven (7) pay grade difference between it and the Wastewater Quality Control Supervisor. Because of these various reasons, it is recommended to change the pay grade of the Wastewater Quality Control Supervisor from an EX-08 to EX-10.

PAY GRADE CHANGE

<u>Classification Title</u>	<u>Current Pay Grade & Range</u>	<u>Proposed Pay Grade & Range</u>
Wastewater Quality Control Supervisor	EX-08 (\$59,075/\$78,274/\$94,474)	EX-10 (\$68,905/\$91,299/\$113,693)

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, November 2, 2023**. Please include a contact name and phone number so that we may respond directly.

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