



**POSTING IS REQUIRED**

**Classification Notice No. 1826**

**To:** Agency Heads and Employees  
**From:** Kathy Nesbitt, Executive Director of the Office of Human Resources  
**Date:** August 9, 2024  
**Subject:** Proposed Change to the Classification and Pay Plan

**The proposed change amends the Classification and Pay Plan by changing the pay grades of the Asphalt Plant Mechanic and Asphalt Plant Mechanic Lead.**

In October 2022, a pay relationship to Fleet Technician III (EX-16) was established for the Asphalt Plant Mechanic due to the type and level of duties and complexity of equipment being maintained as market data was not found. In July of 2023, the Fleet Technician series was adjusted by two pay grades due to the city’s inability to attract and retain Fleet Technicians; therefore, OHR is recommending the same, a two-pay grade adjustment for the Asphalt Plant Mechanic and Asphalt Plant Mechanic Lead classifications.

**PAY GRADE CHANGE**

<b><u>Classification Title</u></b>	<b><u>Current Pay Grade &amp; Range</u></b>	<b><u>Proposed Pay Grade &amp; Range</u></b>
Asphalt Plant Mechanic	NE-13 (\$25.57-\$31.96-\$38.36)	NE-15 (\$28.16-\$35.91-\$43.65)
Asphalt Plant Mechanic Lead	NE-14 (\$26.57-\$33.88-\$41.18)	NE-16 (\$29.85-\$38.06-\$46.27)

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, August 22, 2024**. Please include a contact name and phone number so that we may respond directly.