



**POSTING IS REQUIRED**

**Classification Notice No. 1837**

**To:** Agency Heads and Employees  
**From:** Kathy Nesbitt, Executive Director of the Office of Human Resources  
**Date:** October 4, 2024  
**Subject:** Proposed Change to the Classification and Pay Plan

**The proposed change amends the Classification and Pay Plan by changing the classification titles and pay grades of Forestry Inspector to Forestry Inspector I, and Forestry Inspector Senior to Forestry Inspector II, and changing the pay grades of Park Horticulturist, Arborist Technician I, and Arborist Technician II.**

Denver Parks and Recreation (DPR) requested a review of five DPR-specific classifications within its Parks and Forestry divisions to restore internal alignment and to ensure market competitiveness due to recent pay grade changes for Utility Worker I and II classifications. These five classifications entail advanced requirements specific to their fields of expertise, which, along with associated higher-level responsibilities, distinguish them from Utility Workers. Based on market data and internal structure, pay grades changes are recommended for the five DPR specific classifications. It is recommended to amend the Forestry Inspector and Forestry Inspector Senior titles to align with OHR’s classification titling standards.

**TITLE & PAY GRADE CHANGES**

<u>Current Classification Title</u>	<u>Current Pay Grade &amp; Range</u>	<u>Proposed Classification Title</u>	<u>Proposed Pay Grade &amp; Range</u>
Forestry Inspector	NE-12 (\$24.11-\$30.14-\$36.17)	Forestry Inspector I	NE-14 (\$26.57-\$33.88-\$41.18)
Forestry Inspector Senior	NE-14 (\$26.57-\$33.88-\$41.18)	Forestry Inspector II	NE-16 (\$29.85-\$38.06-\$46.27)

**PAY GRADE CHANGES**

<u>Current Classification Title</u>	<u>Current Pay Grade &amp; Range</u>	<u>Proposed Pay Grade &amp; Range</u>
Park Horticulturist	NE-09 (\$20.26-\$25.32-\$30.39)	NE-11 (\$22.76-\$28.45-\$34.14)
Arborist Technician I	NE-10 (\$21.47-\$26.84-\$32.21)	NE-12 (\$24.11-\$30.14-\$36.17)
Arborist Technician II	NE-12 (\$24.11-\$30.14-\$36.17)	NE-14 (\$26.57-\$33.88-\$41.18)

**Public Notice of Changes**

The scheduled time for the public hearing is **Thursday, October 17, 2024, at 9:00 AM** in the Webb Municipal Building, Career Service Hearings Office on the 1<sup>st</sup> 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 14, 2024:**

Lori Smith, Executive Office Administrator

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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 14, 2024** to [lori.smith@denvergov.org](mailto:lori.smith@denvergov.org)

If you have any questions about this proposal, please submit them in writing to [lori.smith@denvergov.org](mailto:lori.smith@denvergov.org) by **noon (12 p.m.) on Wednesday, October 16, 2024**. 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.