



POSTING IS REQUIRED

Classification Notice No. 1841

To: Agency Heads and Employees
From: Kathy Nesbitt, Executive Director of the Office of Human Resources
Date: October 11, 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 Right of Way Inspector I, II and III, and Right of Way Inspector Supervisor.

The Department of Transportation and Infrastructure (DOTI) requested that the Office of Human Resources (OHR) review the pay grades for the ROW Inspector classifications due to ongoing retention challenges. ROW Inspectors are responsible for the inspection of civil and structural engineering projects related to the public right of way, which includes sidewalks, curbs, gutters, streets, and alleyways. Based on market data and internal structure, it is proposed to adjust the pay grades by two or three pay grades accordingly.

PAY GRADE CHANGES

<u>Classification Title</u>	<u>Current Pay Grade & Range</u>	<u>Proposed Pay Grade & Range</u>
Right of Way Inspector I	NE-10 (\$21.47-\$26.84-\$32.21)	NE-12 (\$24.11-\$30.14-\$36.17)
Right of Way Inspector II	NE-11 (\$22.76-\$28.45-\$34.14)	NE-14 (\$25.67-\$33.88-\$41.18)
Right of Way Inspector III	NE-13 (\$25.57-\$31.96-\$38.36)	NE-16 (\$29.85-\$38.06-\$46.27)
Right of Way Inspector Supervisor	EX-08 (\$60,669-\$80,387-\$100,104)	EX-10 (\$70,765-\$93,764-\$116,762)

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, October 24, 2024**. Please include a contact name and phone number so that we may respond directly.