



**POSTING IS REQUIRED**

**Classification Notice No. 1849**

**To:** Agency Heads and Employees  
**From:** Kathy Nesbitt, Executive Director of the Office of Human Resources  
**Date:** December 6, 2024  
**Subject:** Proposed Change to the Classification and Pay Plan

**The proposed change amends the Classification and Pay Plan by creating a new classification of HR Labor Relations Director.**

In November 2024, Denver voters approved Measure 2U which will allow City and County of Denver employees to collectively bargain. The passage of this measure requires the creation of new positions to oversee and administer this process. The HR Labor Relations Director is a new classification which will manage labor relations on behalf of the Office of Human Resources (OHR). The proposed pay grade is based on a consideration of market data and OHR organizational structure.

**NEW CLASSIFICATION**

<u>Job Code</u>	<u>Classification Title</u>	<u>Proposed Pay Grade &amp; Range</u>
CH3533	HR Labor Relations Director	EX-17 (\$119,033-\$160,695-\$202,356)

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, December 19, 2024**. Please include a contact name and phone number so that we may respond directly.