



POSTING IS REQUIRED

Classification Notice No. 1885

To: Agency Heads and Employees
From: Kathy Nesbitt, Executive Director of the Office of Human Resources
Date: February 20, 2026
Subject: Proposed Change to the Classification and Pay Plan

The proposed change amends the Classification and Pay Plan by creating new classifications of Behavioral Health Co-Responder Clinician Unlicensed, Behavioral Health Co-Responder Clinician Licensed and Behavioral Health Co-Responder Clinician Supervisor.

The Denver Department of Public Health and Environment’s Community and Behavioral Health Division has requested that the Office of Human Resources create a new Behavioral Health Co-Responder Clinician classification series. This new classification series will provide progressive levels of intensive professional mental health crisis intervention and management alongside Public Safety and 9-1-1 personnel. Based on market data, it is proposed to create three new classifications, Behavioral Health Co-Responder Clinician-Unlicensed, Behavioral Health Co-Responder Clinician-Licensed, and Behavioral Health Co-Responder Clinician- Supervisor, at pay grades NE-17, NE-18, and EX-10 respectively.

NEW CLASSIFICATIONS

| <u>Job Code</u> | <u>Classification Title</u> | <u>Proposed Pay Grade & Range</u> |
|-----------------|---|---------------------------------------|
| CS3582 | Behavioral Health Co-Responder Clinician Unlicensed | NE-17 (\$33.22-\$42.35-\$51.49) |
| CS3581 | Behavioral Health Co-Responder Clinician Licensed | NE-18 (\$35.21-\$44.89-\$54.57) |
| CS3587 | Behavioral Health Co-Responder Clinician Supervisor | EX-10 (\$74,276-\$98,415-\$122,555) |

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, March 5, 2026. Please include a contact name and phone number so that we may respond directly.

Office of Human Resources
201 W. Colfax Ave. Dept. 412 | Denver, CO 80202
p: 720.913.5751 | f: 720.913.5720
www.denvergov.org/humanresources