



POSTING IS REQUIRED

Classification Notice No. 1892

To: Agency Heads and Employees
From: Kathy Nesbitt, Executive Director of the Office of Human Resources
Date: April 3, 2026
Subject: Proposed Change to the Classification and Pay Plan

The proposed change amends the Classification and Pay Plan by changing the classification title of Solid Waste Collection Operator to Waste Services Operator I, and creating a new classification of Waste Services Operator II.

The Solid Waste Division of The Department of Transportation and Infrastructure requested a classification review to ensure alignment with division operations while meeting the career growth needs of employees. It is proposed to change the title of the Solid Waste Collection Operator to Waste Services Operator I. It is also requested to create a new classification called Waste Services Operator II, this would be adding an additional level to the Solid Waste Collection Operator. The differentiation between the two is based on the complexity/type of equipment that is driven. It is recommended to set the pay grade and range of the Waste Services Operator II at NE-13, one pay grade above the Waste Services Operator I (NE-12).

TITLE CHANGE

<u>Current Classification Title</u>	<u>Proposed Classification Title</u>	<u>Current Pay Grade & Range</u>
Solid Waste Collection Operator	Waste Services Operator I	NE-12 (\$25.30-\$31.63-\$37.96)

NEW CLASSIFICATION

<u>Job Code</u>	<u>Proposed Classification Title</u>	<u>Proposed Pay Grade & Range</u>
CJ3596	Waste Services Operator II	NE-13 (\$26.84-\$33.55-\$40.27)

Public Notice of Changes

The scheduled time for the public hearing is Thursday, April 16, 2026, at 9:00 AM in the Webb Municipal Building, Career Service Hearings Office on the 1st 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, April 13, 2026:

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Sheilla Thomas, Executive Assistant III
Office of Human Resources
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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, April 13, 2026 to sheilla.thomas@denvergov.org

If you have any questions about this proposal, please submit them in writing to sheilla.thomas@denvergov.org by noon (12 p.m.) on Wednesday, April 15, 2026. 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.