



POSTING IS REQUIRED

Classification Notice No. 1777 (Revised)

To: Agency Heads and Employees
From: Kathy Nesbitt, Executive Director of the Office of Human Resources
Date: June 2, 2023
Subject: Proposed Change to the Classification and Pay Plan

The proposed change amends the Classification and Pay Plan by changing the pay grades of Fleet Technician I-III, Fleet Technician Lead, Fleet Technician Supervisor, Fleet Collision Technician, and Fleet Collision Supervisor.

This study addresses the emergent need to attract and retain Fleet Technicians performing maintenance and repair on city vehicles. Other municipalities and private sector companies have recently begun to offer pay higher than these classifications' current pay range maximums. Additionally, turnover data for the past two years has been greater than 20%. Therefore, it is recommended to raise the pay grades for all the classifications in the Fleet Technician series by two pay grades.

PAY GRADE CHANGES

<u>Classification Job Title</u>	<u>Current Pay Grade & Range</u>	<u>Proposed Pay Grade & Range</u>
Fleet Technician I	NE-11 (\$22.16 - \$27.70 - \$33.24)	NE-13 (\$24.90 - \$31.12 - \$37.35)
Fleet Technician II	NE-12 (\$23.48 - \$29.35 - \$35.22)	NE-14 (\$25.87 - \$32.99 - \$40.10)
Fleet Technician III	NE-14 (\$25.87 - \$32.99 - \$40.10)	NE-16 (\$29.07 - \$37.06 - \$45.06)
Fleet Technician Lead	NE-15 (\$27.43 - \$34.98 - \$42.52)	NE-17 (\$30.82 - \$39.29 - \$47.77)
Fleet Technician Supervisor	EX-09 (\$63,801 - \$84,536.50 - \$105,272)	EX-11(\$74,417-\$98,603- \$122,788)
Fleet Collision Technician	NE-14 (\$25.87 - \$32.99 - \$40.10)	NE-16 (\$29.07 - \$37.06 - \$45.06)
Fleet Collision Supervisor	EX-09 (\$63,801 - \$84,536.50 - \$105,272)	EX-11 (\$74,417 - \$98,603 - \$122,788)

Public Notice of Changes

The rescheduled time for the public hearing is Wednesday, June 21, 2023, 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, June 12, 2023:**

Cynthia Febres-Sutherland, Executive Administrator
Office of Human Resources
(720)337-6447
Cynthia.febres-sutherland@denvergov.org

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, June 12, 2023** to cynthia.febres-sutherland@denvergov.org

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If you have any questions about this proposal, please submit them in writing to compensation@denvergov.org by **noon (12 p.m.) on Wednesday, June 14, 2023**. 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.