



POSTING IS REQUIRED

Classification Notice No. 1791

To: Agency Heads and Employees
From: Kathy Nesbitt, Executive Director of the Office of Human Resources
Date: September 8, 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 classifications (supervisor and below) in the Engineer, Architect, and Project Manager Engineering series, Plans Review Engineer, and changing the title of Engineer to Engineer Associate.

The Project Management Engineering classification series was identified through the annual market analysis as lagging market yet required further analysis because the Office of Human Resources (OHR) had just initiated a construction classification study with Denver International Airport (DEN) and Department of Transportation & Infrastructure (DOTI) which would include this classification series. Therefore, OHR had to complete the study to determine the impact between the Engineering series, Architecture series, and Project Management Engineering series to discern all potentially affected job classifications as these classifications have had established pay relationships to one another. Had OHR not reviewed the impacts to the Engineering and Architecture series, significant organizational challenges for the city would have resulted due to the similarity of duties and responsibilities as well as licensure requirements for the Engineering and Architecture series, thus changes are necessary for all three of these classification series. Additionally, due to what has remained a competitive market, DOTI has been struggling to attract and retain candidates for these jobs. As a result, it is proposed to adjust the pay grades for the Project Management Engineering, Engineering, and Architecture series by one or two pay grades dependent upon market data, organizational structure, and established pay relationships. Lastly, it is proposed to change the classification title of Engineer to Engineer Associate to align with the city’s naming convention for exempt classification series.

PAY GRADE CHANGES

Job Code	Classification Title	Current Pay Grade	Current Pay Range	Proposed Pay Grade	Proposed Pay Range
CE0436	Architect Staff	EX-08	\$59,075 - \$78,274 - \$97,474	EX-10	\$68,905 - \$91,299 - \$113,693
CE0369	Architect Associate	EX-11	\$74,417 - \$98,603 - \$122,788	EX-13	\$86,801 - \$115,011 - \$143,222
CE2937	Architect Associate Hourly	EX-11	\$74,417 - \$98,603 - \$122,788	EX-13	\$86,801 - \$115,011 - \$143,222
CE0428	Architect Senior	EX-14	\$93,744 - \$124,211 - \$154,678	EX-15	\$101,244 - \$134,148 - \$167,053
CE0440	Urban Design Architect	EX-11	\$74,417 - \$98,603 - \$122,788	EX-13	\$86,801 - \$115,011 - \$143,222
CE0437	Engineer Staff	EX-08	\$59,075 - \$78,274 - \$97,474	EX-10	\$68,905 - \$91,299 - \$113,693
CE0431	Engineer Senior	EX-14	\$93,744 - \$124,211 - \$154,678	EX-15	\$101,244 - \$134,148 - \$167,053
CE2340	Engineer/Architect Specialist	EX-15	\$101,244 - \$134,148 - \$167,053	EX-16	\$107,319 - \$144,880 - \$182,442
CE0403	Engineer/Architect Supervisor	EX-15	\$101,244 - \$134,148 - \$167,053	EX-16	\$107,319 - \$144,880 - \$182,442
CE0409	Fire Protection Engineer	EX-14	\$93,744 - \$124,211 - \$154,678	EX-15	\$101,244 - \$134,148 - \$167,053
CE2902	Fire Protection Engineer Hourly	EX-14	\$93,744 - \$124,211 - \$154,678	EX-15	\$101,244 - \$134,148 - \$167,053
CE0410	Fire Protection Supervisor	EX-15	\$101,244 - \$134,148 - \$167,053	EX-16	\$107,319 - \$144,880 - \$182,442
CE0424	Plans Review Engineer	EX-14	\$93,744 - \$124,211 - \$154,678	EX-15	\$101,244 - \$134,148 - \$167,053
CE2873	Plans Review Engineer Hourly	EX-14	\$93,744 - \$124,211 - \$154,678	EX-15	\$101,244 - \$134,148 - \$167,053
CE2291	Project Manager I Engineering	EX-11	\$74,417 - \$98,603 - \$122,788	EX-12	\$80,371 - \$106,491 - \$132,612

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CE2294	Project Manager II Engineering	EX-13	\$86,801 - \$115,011 - \$143,222	EX-14	\$93,744 - \$124,211 - \$154,678
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TITLE & PAY GRADE CHANGES

Current Classification Title	Proposed Classification Title	Current Pay Grade & Range	Proposed Pay Grade & Range
Engineer	Engineer Associate	EX-11 (\$74,417 - \$98,603 - \$122,788)	EX-13 (\$86,801 - \$115,011 - \$143,222)
Engineer Hourly	Engineer Associate Hourly	EX-11 (\$74,417 - \$98,603 - \$122,788)	EX-13 (\$86,801 - \$115,011 - \$143,222)

Public Notice of Changes

The scheduled time for the public hearing is **Thursday, September 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, September 18, 2023:**

Cinthia Febres-Sutherlin, Executive Administrator
 Office of Human Resources
 (720)337-6447
Cinthia.febres-sutherlin@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, September 18, 2023** to cinthia.febres-sutherlin@denvergov.org

If you have any questions about this proposal, please submit them in writing to compensation@denvergov.org by **noon (12 p.m.) on Wednesday, September 20, 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.