



**POSTING IS REQUIRED**

**Classification Notice No. 1868**

**To:** Agency Heads and Employees  
**From:** Kathy Nesbitt, Executive Director of the Office of Human Resources  
**Date:** August 8, 2025  
**Subject:** Proposed Change to the Classification and Pay Plan

**The proposed change amends the Classification and Pay Plan by creating new classifications of Labor Compliance Analyst Staff and Labor Compliance Analyst Senior, changing the classification title of Labor Compliance Analyst to Labor Compliance Analyst Associate, and changing the pay grades of Labor Compliance Supervisor, Labor Compliance Analyst Lead and Labor Compliance Technician.**

The Auditor’s Office Denver Labor Division has requested the Office of Human Resources to expand the classifications in the Labor Compliance series which ensure compliance with wage and employment laws affecting employers operating throughout the City and County of Denver. The Auditor’s Office has requested two additional levels be added to its current classification series to expand job progression opportunities for employees while meeting the city’s legal requirements, the result of which requires updating the title of one existing classification and adjusting the pay grades of three existing classifications. All titles are aligned with the city’s job titling convention while the pay grade changes are based on market data.

**NEW CLASSIFICATIONS**

<u>Job Code</u>	<u>Classification Title</u>	<u>Proposed Pay Grade &amp; Range</u>
CA3557	Labor Compliance Analyst Staff	EX-07 (\$58,656-\$77,719-\$96,782)
CA3558	Labor Compliance Analyst Senior	EX-11 (\$78,337-\$103,797-\$129,256)

**TITLE CHANGE**

<u>Current Classification Title</u>	<u>Proposed Classification Title</u>	<u>Current Pay Grade &amp; Range</u>
Labor Compliance Analyst	Labor Compliance Analyst Associate	EX-09 (\$67,161-\$88,988-\$110,816)

**PAY GRADE CHANGES**

<u>Classification Title</u>	<u>Current Pay Grade &amp; Range</u>	<u>Proposed Pay Grade &amp; Range</u>
Labor Compliance Supervisor	EX-12 (\$84,604-\$112,100-\$139,597)	EX-13 (\$91,373-\$121,069-\$150,766)
Labor Compliance Analyst Lead	EX-10 (\$72,534-\$96,108-\$119,681)	EX-12 (\$84,604-\$112,100-\$139,597)
Labor Compliance Technician	NE-11 (\$23.33-\$29.16-\$35.00)	NE-12 (\$24.71-\$30.89-\$37.07)

**Public Notice of Changes**

The scheduled time for the public hearing is **Thursday, August 21, 2025, at 9:00 AM** in the Webb Municipal Building, Career Service Hearings Office on the 1<sup>st</sup> floor, located at 201 West Colfax Avenue, Denver, CO 80202.

Office of Human Resources  
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[www.denvergov.org/humanresources](http://www.denvergov.org/humanresources)



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, August 18, 2025:**

Lori Smith, Executive Office Administrator  
Office of Human Resources  
(720) 337-6185  
[lori.smith@denvergov.org](mailto:lori.smith@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, August 18, 2025** to [lori.smith@denvergov.org](mailto:lori.smith@denvergov.org)

If you have any questions about this proposal, please submit them in writing to [lori.smith@denvergov.org](mailto:lori.smith@denvergov.org) by **noon (12 p.m.) on Wednesday, August 20, 2025**. 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.