



Elected Charter Officer (ECO) Pay Setting

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(Data Prepared by OHR)
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Elected Official Pay Setting Process – Overview

➤ Denver City Charter defines process

§ 9.2.2 - Limitation on salaries and benefits of elected charter officers

(A) After **January 1** of any general election year for elected Charter officers, **but before the general election**, the salaries of such officers shall be fixed by ordinance for the ensuing term within the limits set forth in this section. The salaries **shall not exceed the lesser of:**

- (i) The current salaries adjusted for the cumulative percentage change over the preceding four years in **the Consumer Price Index** for All Urban Consumers, Denver-Boulder-Greeley, or its successor index; or
- (ii) The current salaries adjusted for the cumulative percentage change over the preceding four years in the **mean salary of employees** in the Career Service.

City Council's Role

City Council is responsible for presenting and approving the ordinance change for all ECO pay levels

OHR provides data for the Council's consideration

Council has discretion in how the final numbers are applied. Salary changes take effect July 17, 2023.



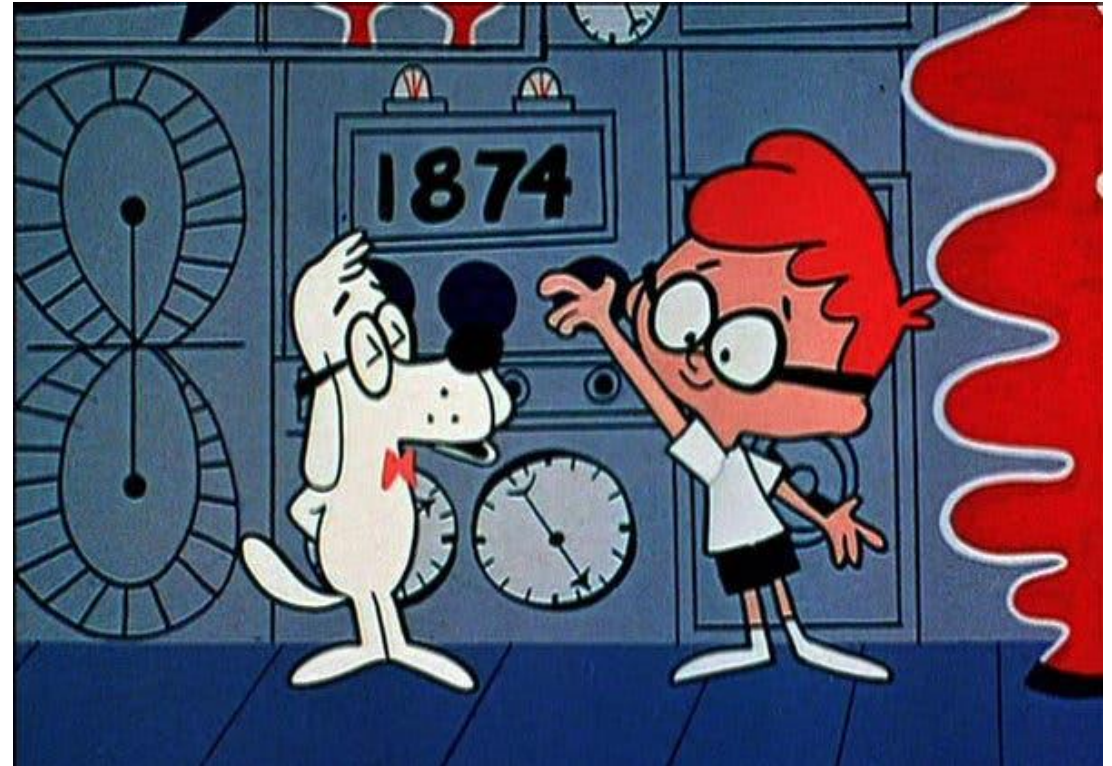
History of Salary Increases

2007 – Salaries were raised to 6.34% cap (per CPI-U)

2011 – Salaries were phased-in. No increase for first two years and then phased-in increase to 6.6% cap (per CPI-U)

2015 – No increase in first-year of the term but then steady increases to reach 10.3% cap (per CSA mean salary)

2019 – Steady increases all four years to reach the 10.07% cap (per CPI-U)



Data for the Prior Four Years (2019 – 2022)

| Year | CPI-U % Change (cumulative % change) | Mean Career Service % Change |
|----------------------------|-----------------------------------------|------------------------------|
| 2019 | 1.92% | 3.30% |
| 2020 | 1.95% (3.87%) | 3.00% (6.30%) |
| 2021 | 3.54% (7.41%) | 0.00% (6.30%) |
| 2022 | 8.01% (15.42%) | 3.02% (9.32%) |
| Total of Prior Four Years: | 15.42% | 9.32% |
| <i>Lesser of the two?</i> | | 9.32% |

Change in Salary After Applying Mean Career Service Change

| Title | Current Salary through July 17, 2023 | Salary Change | New Total (To be applied in 2023-2027) |
|--------------------|--------------------------------------|---------------|----------------------------------------|
| Mayor | \$188,429 | \$17,561.58 | \$205,990.58 |
| Council President | \$113,288 | \$10,558.44 | \$123,846.44 |
| Council Member | \$101,167 | \$9,428.76 | \$110,595.76 |
| Auditor | \$162,964 | \$15,188.24 | \$178,152.24 |
| Clerk and Recorder | \$162,964 | \$15,188.24 | \$178,152.24 |