

**BY AUTHORITY**

ORDINANCE NO. \_\_\_\_\_  
SERIES OF 2024

COUNCIL BILL NO. 24-0281  
COMMITTEE OF REFERENCE:  
Safety, Housing, Education & Homelessness

**A BILL**

**For an ordinance amending Chapter 18 of the Revised Municipal Code establishing salaries and benefits for command staff in the Denver Sheriff Department for 2024-2025.**

**BE IT ENACTED BY THE COUNCIL OF THE CITY AND COUNTY OF DENVER:**

**Section 1.** That effective January 1, 2024, Chapter 18, Article IV, Section 18-101, D.R.M.C., shall be amended by deleting the language stricken and adding the language underlined, to read as follows:

**Sec. 18-101. – Deputy sheriff major, deputy sheriff division chief, and sheriff pay plans.**

~~(a) Effective January 1, 2022, the annual salary for deputy sheriff majors, deputy sheriff division chiefs and the sheriff shall be as follows:~~

~~Deputy sheriff major: \$157,064.00  
Deputy sheriff division chief: \$194,760.00  
Sheriff: \$209,334.00~~

~~(b) Effective January 1, 2023, the annual salary for deputy sheriff majors, deputy sheriff division chiefs and the sheriff shall be as follows:~~

~~Deputy sheriff major: \$163,347.00  
Deputy sheriff division chief: \$202,550.00  
Sheriff: \$217,707.00~~

~~(c) Effective July 1, 2023, the annual salary for deputy sheriff majors, deputy sheriff division chiefs and the sheriff shall be as follows:~~

~~Deputy sheriff major: \$164,980.00  
Deputy sheriff division chief: \$204,576.00  
Sheriff: \$219,884.00~~

**(a) Effective January 1, 2024, the annual salary for deputy sheriff majors, deputy sheriff division chiefs and the sheriff shall be as follows:**

**Deputy sheriff major: \$169,930.00**  
**Deputy sheriff division chief: \$210,714.00**  
**Sheriff: \$226,481.00**

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2 **(b) Effective July 1, 2024, the annual salary for deputy sheriff majors, deputy**  
3 **sheriff division chiefs and the sheriff shall be as follows:**

4  
5 **Deputy sheriff major: \$176,727.00**  
6 **Deputy sheriff division chief: \$219,142.00**  
7 **Sheriff: \$235,540.00**

8  
9 **(c) Effective January 1, 2025, the annual salary for deputy sheriff majors, deputy**  
10 **sheriff division chiefs and the sheriff shall be as follows:**

11  
12 **Deputy sheriff major: \$180,262.00**  
13 **Deputy sheriff division chief: \$223,525.00**  
14 **Sheriff: \$240,251.00**  
15

16 **(d) Effective July 1, 2025, the annual salary for deputy sheriff majors, deputy**  
17 **sheriff division chiefs and the sheriff shall be as follows:**

18  
19 **Deputy sheriff major: \$185,669.00**  
20 **Deputy sheriff division chief: \$230,231.00**  
21 **Sheriff: \$247,459.00**  
22

23 **Section 2.** That effective January 1, 2024, Chapter 18, Article IV, Section 18-106, D.R.M.C.,  
24 shall be amended by deleting the language stricken and adding the language underlined, to read as  
25 follows:  
26

27 **Sec. 18-106. Designation of holidays.**

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29 Deputy sheriff majors, deputy sheriff division chiefs, and the sheriff shall receive eight (8)  
30 hours of holiday leave on the following days:

- 31 (1) New Year's Day (January 1);  
32 (2) Dr. Martin Luther King, Jr. Day (third Monday in January);  
33 (3) Presidents' Day (third Monday in February);  
34 (4) Cesar Chavez Day (last Monday in March);  
35 (5) Memorial Day (last Monday in May);  
36 **(6) Juneteenth (June 19);**  
37 ~~(6)~~**(7)** Independence Day (July 4);  
38 ~~(7)~~**(8)** Labor Day (first Monday in September);  
39 ~~(8)~~**(9)** Veteran's Day (November 11);  
40 ~~(9)~~**(10)** Thanksgiving Day (fourth Thursday in November);  
41 ~~(10)~~**(11)** Christmas Day (December 25); **and**  
42 ~~(11)~~**(12)** Personal holiday (on a date chosen by the employee under procedures approved by  
43 the undersheriff, or in the case of the undersheriff, the manager of safety).

1  
2 **Section 3.** That effective January 1, 2024, Chapter 18, Article IV, Section 18-110, D.R.M.C.,  
3 shall be amended by deleting the language stricken and adding the language underlined, to read as  
4 follows:

5  
6 **Sec. 18-110. Uniform maintenance and weapons allowance.**  
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8 An annual allowance shall be paid to deputy sheriff majors, deputy sheriff division chiefs,  
9 and the sheriff for the maintenance of uniforms. This payment shall be made at the end of each  
10 calendar year. Upon separation other than for cause, this payment shall be prorated for the number  
11 of months served during the calendar year. ~~Effective January 1, 2022, the amount of the annual~~  
12 ~~allowance shall be seven hundred dollars (\$700.00); and effective January 1, 2023, the amount of~~  
13 ~~the annual allowance shall be seven hundred fifty dollars (\$750.00).~~

14  
15 **All employees hired on or after January 1, 2024 shall receive an allowance of up to one**  
16 **thousand dollars (\$1,000) toward the cost of purchasing a weapon from the list of duty**  
17 **weapons approved by the Department. Such payment shall be made within thirty (30) days**  
18 **after the employee presents the Department with written proof of purchase of the weapon.**  
19 **Upon separation from employment, any employee who received this allowance will retain the**  
20 **weapon they purchased, and shall reimburse the City in accordance with the following**  
21 **proration schedule:**

- 22  
23 (1) **If employed by the Department for less than one year: 100% of the weapon**  
24 **allowance amount paid by the City;**  
25  
26 (2) **If employed by the Department for less than two years: 80% of the weapon**  
27 **allowance amount paid by the City;**  
28  
29 (3) **If employed by the Department for less than three years: 60% of the weapon**  
30 **allowance amount paid by the City;**  
31  
32 (4) **If employed by the Department for less than four years: 40% of the weapon**  
33 **allowance amount paid by the City;**  
34  
35 (5) **If employed by the Department for less than five years: 20% of the weapon**  
36 **allowance amount paid by the City; and**  
37  
38 (6) **If employed by the Department for five or more years: no reimbursement**  
39 **required**

40  
41 **Such reimbursement, if any, shall be deducted from the employee's final paycheck.**  
42

43 **Section 4.** That effective January 1, 2025, Chapter 18, Article IV, shall be amended by adding  
44 the language underlined, to read as follows:

45  
46 **Sec. 18-115. Paid Parental Leave**  
47

48 **Effective January 1, 2025, birthing and adopting parents shall receive up to four (4)**  
49 **weeks of paid leave to care for their child immediately following the child's birth or adoption.**  
50 **Paid parental leave shall run concurrently with FMLA leave. To qualify for the leave, an**

1 **employee must have been employed by the Department for twelve (12) months prior to the**  
2 **use of paid parental leave.**

3  
4 COMMITTEE APPROVAL DATE: March 6, 2024 by Consent

5 MAYOR-COUNCIL DATE: March 12, 2024

6 PASSED BY THE COUNCIL \_\_\_\_\_

7 \_\_\_\_\_ - PRESIDENT

8 APPROVED: \_\_\_\_\_ - MAYOR \_\_\_\_\_

9 ATTEST: \_\_\_\_\_ - CLERK AND RECORDER,  
10 EX-OFFICIO CLERK OF THE  
11 CITY AND COUNTY OF DENVER

12 NOTICE PUBLISHED IN THE DAILY JOURNAL \_\_\_\_\_; \_\_\_\_\_

13

14 PREPARED BY: Jennifer Jacobson, Assistant City Attorney DATE: March 14, 2024

15 Pursuant to section 13-9, D.R.M.C., this proposed ordinance has been reviewed by the office of the  
16 City Attorney. We find no irregularity as to form and have no legal objection to the proposed  
17 ordinance. The proposed ordinance is not submitted to the City Council for approval pursuant to §  
18 3.2.6 of the Charter.

19  
20 Kerry Tipper, Denver City Attorney

21

22 BY: Anshul Bagga , Assistant City Attorney DATE: Mar 14, 2024