



DENVER
THE MILE HIGH CITY

Appointed Charter Officers

Proposed Salary Adjustment

Government & Finance Committee

February 26, 2014

FOR CITY SERVICES VISIT | CALL
DenverGov.org | **311**

- By Charter, certain appointed officers listed in the Charter must have their salaries set by ordinance
- These 11 Charter Officers have not received a salary adjustment since 2008
- From 2008-2014, CSA employees have been eligible for an average of 3.27% per year in merit increases and Elected Charter Officers will have received a total of 6.6% increase in pay
- A Pay Survey indicates most positions are significantly below range midpoints. 26 cities were surveyed, with 16 responding.
- In order to attract and retain talent, we must keep pace with comparable government salaries

- CB 14-0055 proposes a 6.7% increase to 9 Appointed Charter Officers' salaries, representing the cumulative amount of CSA merit increases from 2011-2013 (reflective of the mayor's time in office). Two salaries require a more significant adjustment to meet market demands and more accurately reflect duties of those departments. Salaries for City Attorney and Manager of CPD are proposed to be set at \$190,000 and \$170,000 respectively.
- Current City Attorney salary is below the pay range set by CSA Board and far below City Attorney salaries in smaller Colorado municipalities. \$190,000 will bring the salary closer to the mid-point of the range for this important post.
- In our initial search for a CPD manager, feedback was consistent that salary was not competitive for highly qualified candidates in today's market. The salary of \$170,000 is more commensurate with duties and brings the salary more in line with the similar department of Public Works.
- Cumulative total of this increase is \$174,293, which agencies will absorb in their 2014 budgets. Increase is retroactive to January 1 for accounting purposes.
- Making a limited incremental adjustment now prevents having to make large future adjustments to stay competitive

Title	Current Salary	Proposed Increase (in \$)	New Salary
Manager of CPD	\$133,562	\$36,438	\$170,000
Manager of Aviation	\$240,996	\$16,147	\$257,143
City Attorney	\$141,284	\$48,716	\$190,000
Manager of Safety	\$152,906	\$10,245	\$163,151
Manager of Public Works	\$172,614	\$11,565	\$184,179
Manager of Human Services	\$136,474	\$9,144	\$145,618
Manager of Parks & Rec	\$130,546	\$8,747	\$139,293
Manager of Gen Services	\$130,546	\$8,747	\$139,293
Manager of Finance	\$147,706	\$9,896	\$157,602
Manager of Env. Health	\$120,900	\$8,100	\$129,000
Director of E&L	\$97,734	\$6,548	\$104,282

Council Actions

- Government & Finance Committee – Feb 26th
- Mayor-Council – March 4th
- First Reading – March 10th
- Final Reading – March 17th