

## RECOMMENDATION

## ACTIONS

### Government Efficiency and Cost Effective Operations

Authorize members of Board of Equalization to assign designees



Ask City Council to refer to the ballot in November

Simplify description of department duties by removing "exclusively" from categorized duties in various departments in Charter



Ask City Council to refer to the ballot in November

Rename Department of Environmental Health to Department of Environment and Health and clarify public health roles and responsibilities to eliminate redundancy



Further analysis and discussion required.

Explore restructure of Civil Service Commission (CSC), Office of Human Resources (OHR) and Career Service Authority (CSA), moving recruitment, hiring and promotion of all employees to OHR, placing discipline for all uniform employees in a CSC-like entity and all discipline for non-uniform employees in a CSA-like entity



Further analysis and discussion is required.

Move prescription of Salaries and Benefits to ordinance



Further analysis and discussion is required.

Clarify rules of the OHR/CSA discipline and appeal process



Further analysis and discussion is required.

Conduct a comprehensive review of Pay and Benefits to identify innovative practices



Further analysis and discussion required.

Change Charter language to enable the Manager of Public Works to administer Local Maintenance Districts



Further analysis and discussion required.

Create Department of Finance and Administration to consolidate appropriate city functions



Further analysis and discussion is required.

### Modern - Relevant to Current & Future Needs

Specify head of Denver Sheriff's Department is the constitutional Sheriff and is named Sheriff in Charter and ordinances



Ask City Council to refer to the ballot in November

Allow Manager of Aviation up to 5 discretionary appointments of executive managers



Ask City Council to refer to the ballot in November

Change titles of department heads from "Manager" to "Executive Director"



Ask City Council to refer to the ballot in November

Eliminate 25% cap on Public Safety Cadets moving into recruit classes



Ask City Council to refer to the ballot in November

Include Division of Real Estate in the Charter as a unit of Dept. of Finance



No Action

Streamline and simplify language to focus on broad functions of each department and standardize level of detail for departments



Further analysis and discussion is required.

Organize Charter by function, rather than department





















Further analysis and discussion is required.

### Government Adapability and Flexibility

Eliminate requirement that Fire Chief be appointed from the classified service and allow classified service candidates to be drawn from any rank



Ask City Council to refer to the ballot in November

Eliminate requirement that Police Chief hired from outside classified service be retained by contract.		Ask City Council to refer to the ballot in November
Allow Chiefs of Fire, Police and Sheriff to appoint command staff in positions as needed, without changing total number appointees currently required.		Ask City Council to refer to the ballot in November
Allow for Police Chief to draw command staff from rank of Lieutenant or above		Ask City Council to refer to the ballot in November
Radically simplify Dept. of Safety to specify only functions, not agencies.		No Action
Remove explicit requirement that Fire is part of the Department of Safety		No Action
Simplify and reduce Charter detail on role/responsibilities/powers of CSC		Further analysis and discussion is required.
Eliminate Charter detail on hiring and discipline and move to CSC rules		Further analysis and discussion is required.
Remove references to Cabinet in Charter		Further analysis and discussion is required.
Increase Mayoral flexibility to organize department structure		Further analysis and discussion is required.
Moderately simplify Dept. of Safety with simplified and uniform description of duties		Further analysis and discussion is required.
<b>Enable Innovative Practices</b>		
Revise "special police" section to properly reflect that non-classified service employees are empowered to conduct limited enforcement activities and do not possess full police power		Ask City Council to refer to the ballot in November
Broaden the city's investment authority		Ask City Council to refer to the ballot in November
Allow Sheriff authority to appoint command staff		Ask City Council to refer to the ballot in November
Establish lateral entry for firefighters		Ask City Council to refer to the ballot in November
Conduct a comprehensive review of Department of Safety and its management functions		Further analysis and discussion is required.
Uniform description of duties of DPD, DSD & DFD, but remove all detail on ranks and positions		Further analysis and discussion is required.
Change Director of Office of Human Resources to mayoral appointee		Further analysis and discussion is required.
Study and review of Boards established in Charter		Further analysis and discussion is required.

**\*\*\*Clerk & Recorder cleanup measure was also vetted as part of this process and may move forward as a separate ballot question**