

ORDINANCE/RESOLUTION REQUEST

Please email requests to the Mayor's Legislative Team

at MileHighOrdinance@DenverGov.org by 9 a.m. Friday. Contact the Mayor's Legislative team with questions

Date of Request: June 26, 2024

Please mark one: ☐ Bill Request or ☒ Resolution Request

Please mark one: The request directly impacts developments, projects, contracts, resolutions, or bills that involve property and impact within .5 miles of the South Platte River from Denver's northern to southern boundary? (Check map [HERE](#))

☐ Yes ☒ No

1. Type of Request:

☐ Contract/Grant Agreement ☐ Intergovernmental Agreement (IGA) ☐ Rezoning/Text Amendment

☐ Dedication/Vacation ☐ Appropriation/Supplemental ☐ DRMC Change

☒ Other: Collective Bargaining Agreement

2. Title: (Start with *approves*, *amends*, *dedicates*, etc., include name of company or contractor and indicate the type of request: grant acceptance, contract execution, contract amendment, municipal code change, supplemental request, etc.)

Approves the collective bargaining agreement with the Denver Firefighters – Local 858 for the years 2026 and 2027 (SAFTY-202579940).

3. Requesting Agency:

Department of Public Safety

4. Contact Person:

Contact person with knowledge of proposed ordinance/resolution (e.g., subject matter expert)	Contact person for council members or mayor-council
Name: Emily Lauck Chanee Cummings	Name: Emily Lauck Chanee Cummings
Email: Emily.lauck@denvergov.org Chanee.Cummings@denvergov.org	Email: Emily.lauck@denvergov.org Chanee.Cummings@denvergov.org

5. General description or background of proposed request. Attach executive summary if more space needed:

This is a resolution request to approve the Collective Bargaining Agreement between the City and County of Denver (City) and Denver Firefighters – Local 858 (Local 858), regarding pay and benefits for the years 2026 through 2027.

The new contract contains a number of amendments to the current contract, including (1) elimination of the annual cash payment for uniform maintenance; (2) in 2026 and 2027, the birthday holiday will not be recognized and birthday holiday premium pay will not be made; (3) maintaining the status quo for medical insurance in 2026; (4) beginning 1/1/27, the Healthcare Trust managed by Local 858 will administer all aspects of the medical insurance plan, including enrollment, and will be responsible for all associated costs; (5) the City will continue collecting payroll deductions for premiums in 2027 and make monthly payments to the Healthcare Trust; (6) in 2027, the City's contribution to the Healthcare Trust will be the amount of premium contributions paid by the City in 2026 plus 8% (anticipated premium rate increase); (7) implementing a 2% across-the-board salary increase effective 1/1/26, a 3% across-the-board salary increase effective 7/1/26, a 2% across-the-board salary increase effective 1/1/27, and a 3% across-the-board salary increase effective 7/1/27; (8) increasing salaries for the ranks of Lieutenant and above an additional 1.5% effective 12/31/27; and (9) increasing longevity pay for all members to \$13 per month/per year of service effective 12/31/26 and \$15 per month/per year of service effective 12/31/27.

6. City Attorney assigned to this request (if applicable):

Jennifer Jacobson

To be completed by Mayor's Legislative Team:

Resolution/Bill Number: _____

Date Entered: _____

7. City Council District:

City Wide

8. **For all contracts, fill out and submit accompanying Key Contract Terms worksheet**

Key Contract Terms

Type of Contract: (e.g. Professional Services > \$500K; IGA/Grant Agreement, Sale or Lease of Real Property):

Collective Bargaining Agreement

Vendor/Contractor Name (including any dba's):

Denver Firefighters – Local 858

Contract control number (legacy and new):

SAFTY-202579940

Location:

City Wide

Is this a new contract? ☒ Yes ☐ No Is this an Amendment? ☐ Yes ☒ No If yes, how many?

Contract Term/Duration (for amended contracts, include existing term dates and amended dates):

24 months

Contract Amount (indicate existing amount, amended amount and new contract total):

<i>Current Contract Amount</i>	<i>Additional Funds</i>	<i>Total Contract Amount</i>
<i>(A)</i>	<i>(B)</i>	<i>(A+B)</i>
0	0	

<i>Current Contract Term</i>	<i>Added Time</i>	<i>New Ending Date</i>
-	01/01/2026	12/31/2027

Scope of work:

Agreement includes a broad range of pay and benefits administration. Including pay rates, leave, holidays, insurance coverage, disability, retirement, grievance and arbitration procedures, and more.

Was this contractor selected by competitive process?

No **If not, why not?** Denver Firefighters – Local 858 is the sole and exclusive bargaining agent for fire fighters per the Charter

Has this contractor provided these services to the City before? ☒ Yes ☐ No

Source of funds:

To be completed by Mayor's Legislative Team:

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Date Entered: _____

General Fund

Is this contract subject to: ☐ W/MBE ☐ DBE ☐ SBE ☐ XO101 ☐ ACDBE ☒ N/A

WBE/MBE/DBE commitments (construction, design, Airport concession contracts):

N/A

Who are the subcontractors to this contract?

N/A

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