



DENVER
THE MILE HIGH CITY

Correction to Error in Chief's Salary

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Command Pay Background

- Collective bargaining agreements determine pay increases for rank and file officers
- By practice, command staff receives an equivalent increase in pay to keep pace and avoid compression between ranks
- Following last CBA (in December 2014) we made adjustments to command pay for the years covered by CBA – 2015, 2016 and 2017 – mirroring rank and file increases

- In March, the Police Chief's salary was adjusted to be more in line with comparable departments
- At that time, we amended the 2016 salary, but inadvertently neglected to adjust the 2017 salaries in line with the other CBA driven command pay adjustments of 2% increase on 1/1/17 and 2% on 7/1/17

Correcting Error in Chief's Pay

- Now need to correct this oversight and bring Chief's salary into compliance
 - Need to build in the two 2% increases to match CBA and other command staff
 - Future adjustments will happen through future CBA/command pay actions
- Practical effect of inaction is that Chief's salary will actually unintentionally go down in 2017