



DENVER
THE MILE HIGH CITY

Appointed Charter Officers Proposed Salary Adjustment

FinGov May 06, 2025

FOR CITY SERVICES VISIT | CALL
DenverGov.org | 311

- Pay for certain appointed Charter officers is governed by Denver’s Charter and the Colorado Constitution
 - Colorado Constitution, Article XX, Sec 2 requires compensation of officers of the City be set in ordinance within limits fixed by Charter
 - 9.2.3: “salaries of appointed charter officers shall be fixed by ordinance within a pay range...determined by the Career Service Board”
- Those positions are Executive Directors of these 12 departments:
 - City Attorney’s Office (CAO), Community Planning & Development (CPD), Aviation (DEN), Safety (DOS), General Services (GS), Finance (DOF), Transportation & Infrastructure (DOTI), Human Services (DHS), Public Health & Environment (DDPHE), Parks & Recreation (DPR), and Excise & License (EXL),
 - Companion Ordinance 25-0592 sets the salary for the Manager of Human Rights and Community Partnerships (HRCP) since approval of referred measure 2S* in the 2024 election that added HRCP to the Charter.
 - These Charter officers have not received any salary or market adjustments in 3 years
 - These positions are not eligible for merit increases

- Conducted by Office of Human Resources (OHR)
 - Study conducted in Fall 2023 but held due to mayoral transition
 - New study conducted in Fall 2024
- Evaluates comparable cities' market data on peer positions
 - Comp cities based on population, form of government and/or other demographics
 - Compares like positions based on job duties

Ordinance 25-0592:

- (1) Sets the salary of the Manager of Human Rights & Community Partnerships (HRCP), because of 2S approval in November of 2024

Ordinance 25-0593:

- (1) Adjusts the pay for 12 Executive Directors as required by City Charter
Pay effective July 1, 2025

- Propose to set all 12 appointed charter officer salaries to the market median for the position, based on 2024 pay study findings, with limited exceptions
- Total annual cost for proposed adjustments is \$492,913.10
- 2025 budget cost - to be absorbed in Mayor's Office budget
 - Mayor's Office (General Fund) Budget Cost - \$216,688.55
 - DEN Salary paid through Enterprise fund - \$29,768.00
- 2026 budget cost
 - General Fund Budget Cost - \$433,377.09
 - DEN salary paid through Enterprise fund - \$59,536.00
- Keeps Denver competitive as an employer
- Supports retention and future recruitment of top city leadership

Proposed Salaries

Position	Current Salary	Proposed Salary	Total Adjustment - \$	Total Adjustment - %
City Attorney	\$216,061.10	\$268,479.12	\$52,418.02	24.3%
Director of Excise & Licenses	\$154,381.07	\$176,800.00	\$22,418.93	14.5%
Manager of Community Planning & Development	\$184,256.61	\$216,076.75	\$31,820.14	17.3%
Manager of Environmental Health	\$188,765.63	\$210,971.66	\$22,206.03	11.8%
Manager of Dept of Aviation	\$346,975.00	\$406,511.00	\$59,536.00	17.2%
Manager of Dept of Transportation & Infrastructure	\$195,219.65	\$240,675.85	\$45,456.20	23.3%
Manager of Dept of Finance	\$185,365.82	\$266,162.32	\$80,796.50	43.6%
Manager of Dept of General Services	\$177,331.63	\$221,470.08	\$44,138.45	24.9%
Manager of Dept of Human Services	\$175,876.44	\$231,922.96	\$56,046.52	31.9%
Manager of Dept of Parks & Recreation	\$170,523.38	\$207,453.87	\$36,930.49	21.7%
Manager of Dept of Safety	\$206,481.11	\$240,826.93	\$34,345.82	16.6%
Manager of Human Rights & Community Partnerships	\$170,000.00	\$176,800.00	\$6,800.00	4.0%

Position	Proposed Salary	National High	National Low
City Attorney	\$268,479.12	\$352,425.45	\$181,640.00
Director of Excise & Licenses	\$176,800.00	\$214,696.50	\$115,522.81
Manager of Community Planning & Development	\$216,076.75	\$317,657.46	\$175,817.41
Manager of Environmental Health	\$210,971.66	\$337,980.19	\$186,420.00
Manager of Dept of Aviation	\$406,511.00	\$548,062.42	\$153,762.54
Manager of Dept of Transportation & Infrastructure	\$240,675.85	\$313,327.48	\$185,750.80
Manager of Dept of Finance	\$266,162.32	\$303,146.65	\$173,580.55
Manager of Dept of General Services	\$221,470.08	\$341,901.02	\$132,252.00
Manager of Dept of Human Services	\$231,922.96	\$301,429.29	\$188,748.00
Manager of Dept of Parks & Recreation	\$207,453.87	\$317,657.46	\$151,308.00
Manager of Dept of Safety	\$240,826.93	\$277,534.50	\$141,872.41
Manager of Human Rights & Community Partnerships	\$176,800.00	\$164,332.77	\$160,774.37

Position	Proposed Salary	Regional High	Regional Low
City Attorney	\$268,479.12	\$301,989.04	\$210,321.54
Director of Excise & Licenses**	\$176,800.00	N/A	N/A
Manager of Community Planning & Development	\$216,076.75	\$250,787.00	\$132,288.00
Manager of Environmental Health	\$210,971.66	\$252,000.00	\$140,511.82
Manager of Dept of Aviation	\$406,511.00	\$238,254.56	\$168,004.17
Manager of Dept of Transportation & Infrastructure	\$240,675.85	\$238,244.61	\$175,000.00
Manager of Dept of Finance	\$266,162.32	\$309,543.94	\$142,349.26
Manager of Dept of General Services	\$221,470.08	\$243,863.10	\$164,400.00
Manager of Dept of Human Services	\$231,922.96	\$241,894.35	\$200,000.00
Manager of Dept of Parks & Recreation	\$207,453.87	\$219,148.55	\$149,405.50
Manager of Dept of Safety	\$240,826.93	\$264,009.20	\$221,832.00
Manager of Human Rights & Community Partnerships ***	\$176,800.00	N/A	N/A

*National and Regional data has been provided by each jurisdiction as part of OHR's market study. The data has been geographically adjusted, which is a compensation professional standard.

** Only one regional comparison was provided.

***A regional comparison is not available

Request to approve BR25-0592:

Amends Section 18-91 of the Denver Revised Municipal Code and sets the annual salary of the Manager of Human Rights and Community Partnerships.

Request to approve BR25-0593:

Amends Section 18-91 of the Denver Revised Municipal Code to adjust annual salaries for appointed charter officers, effective July 1, 2025.

- FinGov: May 06, 2025
- Mayor-Council: Skip
- First Reading: May 12, 2025
- Second Reading: May 19, 2025



Rescissions to Move Discretionary Appointees

Finance and Governance Committee | May 06, 2025

Agenda

Requested City Council Action

Background

Proposal

Questions?



Requested Council Action

BR 25-0591 | Request to rescind budget from various agencies amounting to \$7,195,829 and appropriate that budget to the Mayor's Office to align with a request made by City Council.



Background

- Per City Charter, the Mayor appoints 50 appointees at his discretion §9.1.1. E. The Career Service shall comprise all employees of the City and their positions except: (iv) up to fifty employees appointed to serve at the pleasure of the mayor in positions specifically designated or created by the Mayor in any department or agency of the City under the direct control of the Mayor.
- Budget for these positions has typically been in various agencies which has a ‘nexus’ with the work of the position
- City Council requested a realignment of the discretionary positions budget

Proposal

- Budget for appointees who are the executive director or deputy of an agency remain in the agency
- Budget for all other discretionary appointees will move to the Mayor's Office
- The amount will be equivalent to the full year total compensation
- This will create more transparency of the budgeted amount for discretionary appointees
- This is NOT a budget increase. It is moving budget from 12 agencies to the Mayor's Office which will result in a net zero impact to the 2025 budget.

Positions in the Mayor's Office

There are five discretionary appointee positions already budgeted in the Mayor's Office:

- Chief of Staff
- Chief Operating Officer
- Three additional positions that are vacant and unbudgeted (These three positions were unbudgeted to contribute to balancing the 2025 budget)

Agency Executive Directors or Deputies

(Budget for these positions are not moving)

Working Title	2025 Appropriation
Chief Equity Officer	Office of Social Equity and Innovation
Director of Children's Affairs	Office of Children's Affairs
Chief Sustainability Officer	Office of Climate Action, Sustainability and Resiliency
Executive Director of DEDO	Denver Economic Development and Opportunity
Director of Housing Stability	Department of Housing Stability
Director of Emergency Management	Emergency Management
Director of Arts and Venues	Denver Arts and Venues
Chief Information Officer	Technology Services
Deputy City Attorney	City Attorney Office
Executive Director of NWCO	Department of Transportation and Infrastructure

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Summary of Remaining Positions

Agency	Number of Appointees	Total Amount of Rescission
Community Planning and Development	2	\$444,652
Department of Public Health and Environment	1	\$189,385
Department of Economic Development	4	\$549,823
Department of Transportation and Infrastructure	6	\$1,281,127
Department of Parks and Recreation	3	\$816,970
Department of Finance	3	\$776,066
General Services	2	\$418,407
Human Rights and Community Relationships	5	\$1,069,593
Office of Children's Affairs	1	\$205,441
Executive Director of Safety	3	\$610,860
Sheriff	1	\$132,720
Technology Services	3	\$700,785
'Backfill' for vacancy left by Charter Position	1	-
Total	35	\$ 7,195,829

Timeline





Questions?

Appendix

Proposed Pay Range Data

Department ED	Current Salary	Proposed Salary	Market Median	Market Average	Proposed Pay Grade	Proposed Pay Grade Range Minimum	Proposed Pay Grade Range Maximum
CAO	\$216,061.10	\$268,479.12	\$268,479.12	\$271,342.37	EX-23	\$193,613	\$329,142
EXL	\$154,381.07	\$176,800.00	\$161,527.67	\$165,226.53	EX-17	\$122,009	\$207,415
CPD	\$184,256.61	\$216,076.75	\$216,076.75	\$211,106.14	EX-20*	\$153,696	\$261,283
DDPHE	\$188,765.63	\$210,971.66	\$210,971.66	\$218,815.96	EX-20	\$153,696	\$261,283
DEN	\$346,975.00	\$406,511.00	\$406,511.00	\$428,848.00	EX-29*	\$307,239	\$522,306
DOTI	\$195,219.65	\$240,675.84	\$223,309.32	\$232,995.02	EX-22	\$179,271	\$304,760
DOF	\$185,365.82	\$266,162.32	\$235,391.09	\$234,669.50	EX-22**	\$179,271	\$304,760
GS	\$177,331.63	\$221,470.08	\$221,470.08	\$221,635.48	EX-21**	\$165,993	\$282,188
DHS	\$175,876.44	\$231,922.96	\$215,255.04	\$223,586.48	EX-20	\$153,696	\$261,283
DPR	\$170,523.38	\$207,453.87	\$207,453.87	\$209,868.35	EX-20**	\$153,696	\$261,283
DOS	\$206,481.11	\$240,826.93	\$240,826.93	\$219,669.36	EX-22**	\$179,271	\$304,760
HRCP	New for 2025	\$176,800.00	n/a	n/a	EX-18	\$131,770	\$224,009

Comparable Cities Survey Responses

- City Attorney: Adams County; Arapahoe County; Boulder County; City and County of Broomfield; City of Albuquerque; City of Baltimore; City of Boston; City of Boulder; City of Colorado Springs; City of Commerce City; City of Dallas; City of Detroit; City of Fort Worth; City of Houston; City of Jacksonville; City of Lakewood; City of Las Vegas; City of Longmont; City of Los Angeles; City of Loveland; City of Memphis; City of Nashville; City of Oakland; City of Oklahoma City; City of Omaha; City of Philadelphia; City of Phoenix; City of Raleigh; City of Salt Lake City; City of San Diego; City of Tulsa; City of Virginia Beach; City of Westminster; Jefferson County; King County; Larimer County; Maricopa County; Multnomah County; Sacramento County; Salt Lake County; San Diego County; Weld County.
- EXL: City of Las Vegas; City of Louisville; City of Memphis; City of Philadelphia; City of Westminster; Clark County.
- CPD: Adams County; Arapahoe County; Boulder County; City and County of Broomfield; City of Albuquerque; City of Baltimore; City of Boston; City of Boulder; City of Colorado Springs; City of Commerce City; City of Dallas; City of Detroit; City of Fort Worth; City of Houston; City of Jacksonville; City of Lakewood; City of Las Vegas; City of Longmont; City of Los Angeles; City of Louisville; City of Loveland; City of Nashville; City of Northglenn; City of Oakland; City of Oklahoma City; City of Omaha; City of Philadelphia; City of Phoenix; City of Raleigh; City of Salt Lake City; City of San Diego; City of Tulsa; City of Virginia Beach; City of Westminster; Clark County; Jefferson County; Larimer County; Maricopa County; Multnomah County; Sacramento County; Salt Lake County; San Diego County; State of Colorado.
- DDPHE: Adams County; Boulder County; City and County of Broomfield; City of Albuquerque; City of Baltimore; City of Boston; City of Dallas; City of Detroit; City of Houston; City of Louisville; City of Nashville; City of Phoenix; Jefferson County; King County; Multnomah County; Sacramento County; Salt Lake County; San Diego County; State of Colorado; Weld County.
- DEN: Airport Council International Compensation & Benefits Survey is used. City of Albuquerque; City of Boulder; City of Colorado Springs; City of Dallas; City of Detroit; City of Fort Worth; City of Houston; City of Los Angeles; City of Loveland; City of Oklahoma City; City of Philadelphia; City of Phoenix; City of Salt Lake City; Clark County; Jefferson County; King County; Sacramento County; San Diego County.
- DOTI: Adams County; Arapahoe County; Boulder County; City and County of Broomfield; City of Albuquerque; City of Baltimore; City of Boston; City of Colorado Springs; City of Dallas; City of Detroit; City of Fort Worth; City of Jacksonville; City of Lakewood; City of Los Angeles; City of Louisville; City of Nashville; City of Northglenn; City of Oakland; City of Oklahoma City; City of Omaha; City of Philadelphia; City of Phoenix; City of Raleigh; City of San Diego; City of Tulsa; Jefferson County; King County; Maricopa County; Multnomah County; Sacramento County; San Diego County; State of Colorado.

Comparable Cities Survey Responses

- **DOF:** Adams County; Arapahoe County; Boulder County; City and County of Broomfield; City of Albuquerque; City of Baltimore; City of Boston; City of Boulder; City of Colorado Springs; City of Commerce City; City of Dallas; City of Detroit; City of Fort Worth; City of Houston; City of Jacksonville; City of Lakewood; City of Las Vegas; City of Longmont; City of Los Angeles; City of Louisville; City of Loveland; City of Memphis; City of Nashville; City of Oakland; City of Oklahoma City; City of Omaha; City of Philadelphia; City of Phoenix; City of Raleigh; City of Salt Lake City; City of San Diego; City of Tulsa; City of Virginia Beach; Clark County; El Paso County; Jefferson County; King County; Maricopa County; Multnomah County; Sacramento County; Salt Lake County; San Diego County; State of Colorado.
- **GS:** City of Albuquerque; City of Baltimore; City of Dallas; City of Detroit; City of Houston; City of Jacksonville; City of Los Angeles; City of Loveland; City of Memphis; City of Nashville; City of Northglenn; City of Oklahoma City; City of Salt Lake City; City of San Diego; City of Tulsa; Clark County; King County; Sacramento County; Salt Lake County; San Diego County; State of Colorado.
- **DHS:** Adams County; Arapahoe County; Boulder County; City and County of Broomfield; City of Boulder; City of Dallas; City of Oakland; City of Philadelphia; City of Phoenix; City of Virginia Beach; Clark County; Jefferson County; King County; Larimer County; Maricopa County; Multnomah County; Sacramento County; Salt Lake County; San Diego County; State of Colorado; Weld County.
- **DPR:** Adams County; Boulder County; City and County of Broomfield; City of Albuquerque; City of Baltimore; City of Boston; City of Boulder; City of Colorado Springs; City of Commerce City; City of Dallas; City of Detroit; City of Fort Worth; City of Houston; City of Jacksonville; City of Las Vegas; City of Longmont; City of Los Angeles; City of Louisville; City of Loveland; City of Memphis; City of Nashville; City of Northglenn; City of Oakland; City of Oklahoma City; City of Omaha; City of Philadelphia; City of Phoenix; City of Raleigh; City of Salt Lake City; City of San Diego; City of Tulsa; City of Virginia Beach; City of Westminster; Clark County; Jefferson County; Maricopa County; Sacramento County; Salt Lake County; San Diego County; State of Colorado.
- **DOS:** City of Longmont; City of Louisville; City of Philadelphia; Clark County; San Diego County; State of Colorado.
- **HRCP:** City of Jacksonville; City of Tulsa.

Working Title	Agency from which Budget will be Rescinded
Director of Mayoral Initiatives	Community Planning and Development
Press Secretary	Community Planning and Development
Director of Strategic Initiatives	DDPHE
Senior Advisor, Community Partnerships	DEDO
Associate Outreach Director	DEDO
Director of Communications	DEDO
Deputy Director of Boards and Commissions	DOTI
Executive Advisor to the Mayor	DOTI
Legislative Manager	DOTI
Deputy Chief Operating Officer	DOTI
Deputy Chief Operating Officer	DOTI
Chief Projects Officer	DOTI
Deputy Communications Director of Digital Media	DOTI
Chief Strategy Officer and Counsel to the Mayor	Finance
Deputy CPO Director	Finance
Legislative Director	Finance
Deputy Outreach Director	General Services
Operations Coordinator	General Services

Working Title	Agency from which Budget will be Rescinded
Director of Regional Affairs	Human Rights and Community Partnerships
Deputy Chief Projects Officer	Human Rights and Community Partnerships
Senior Outreach Manager	Human Rights and Community Partnerships
Deputy Chief of Staff Strategy	Human Rights and Community Partnerships
Director of Unhoused Outreach	Human Rights and Community Partnerships
Director of Denver's Newcomer Program	Human Rights and Community Partnerships
Chief of Staff for OCA	OCA
Director of Policy	Parks and Recreation
Deputy Chief of Staff (TBD)	Parks and Recreation
Executive Director of Administration	Parks and Recreation
Deputy Director of Communications	Safety
Deputy Legislative Director	Safety
Outreach Director	Safety
Senior Advisor, Strategy and Planning	Sheriff
Director of Policy	Technology Services
Senior Advisor for Homelessness Resolution	Technology Services

Career Service Positions Working in the Mayor's Office

Working Title	Funding Source	Budget
Executive Assistant to the Mayor	General Services	80,000
Executive Assistant III	Finance	72,756
Director of Scheduling	Community Planning and Development	119,658