

## Proposed 2016 Charter Officer and Police Chief Salary Adjustment

### CHARTER OFFICERS

- By Charter, certain appointed officers listed in the Charter must have their salaries set by ordinance with a pay range determined by the CSA Board. Those 11 Appointed Charter Officers are: Manager of Community Planning & Development, Manager of Aviation, City Attorney, Manager of Safety, Manager of Public Works, Manager of Human Services, and Manager of Parks & Recreation, Manager of General Services, Manager of Finance, Manager of Environmental Health, and Director of Excise & License.
- Salaries for these Charter officers were last adjusted in January, 2014 in order to bring appointed charter officers' salaries in line with comparable public sector peers. The 6.7% increase in 2014 was the cumulative amount of CSA merit increases from 2010-2013. This is consistent with calculations used for other Charter salaries (elected Charter officials receive the lesser of either the cumulative 4-year CPI\* or cumulative 4-year CSA salary increases) and represents a modest adjustment to salaries. The calculation did not include 2014, which kept the adjustment below 10%.
- Adjustments to pay allow the City to remain competitive and incremental adjustments support keeping pace with the market and preventing larger adjustments in future years.
- Elected Charter officers (Mayor, Auditor, Council Members and Clerk & Recorder) received pay increases (5.165%) in 2015 and will receive an additional 5.165% increase in mid-2016. Eligible CSA employees also received pay increases in 2014 and 2015.
- CSA merit increases are listed in the table below.

	2014	2015	Avg
CSA Salary	3.66%	3.0%	3.33%

2016 CSA Merit Increase = 3.1%

- The Office of Human Resources conducted a Pay Survey for Appointed Charter Officers, evaluating comparable cities market data on peer positions and internal data on subordinate positions. Comparable cities were selected based on population, form of government, and/or other demographics.
- This proposal increases salaries of appointed Charter Officers by 3.5% with a larger increase for the Executive Director of Environmental Health as explained below.
- The current salary for the Executive Director of Environmental Health is \$129,000 and is proposed to increase to \$149,040. The Department is charged, per Charter, with "Performance of functions assigned by law to local health departments, health administrators, the environmental health department, or the health officer of the City and county of Denver." The Director will provide expertise in policy and practice in public health discussions for the department and the City. \* The Office of Human Resources surveyed salaries of Public Health Administrators in Colorado. The average compensation is \$160,705 (ranging from a low of \$105,421 to a high of \$216,988).
- The proposed increase of 3.5% represents a cumulative total of \$77,809, which departments would absorb into their 2016 budgets. Increases will be retroactive to Jan. 1 for simplified accounting purposes.

### PROPOSAL – 3.5% Increase

	Current Salary	Proposed Change	New Salary
Executive Director, CPD	\$170,000	\$5,950	\$175,950

<b>City Attorney</b>	\$190,000	\$6,650	\$196,650
<b>Executive Director, Aviation</b>	\$257,143	\$9,000	\$266,143
<b>Executive Director, Safety</b>	\$163,151	\$5,710	\$168,861
<b>Executive Director, Public Works</b>	\$184,179	\$6,446	\$190,625
<b>Executive Director, Human Services</b>	\$145,618	\$5,097	\$150,715
<b>Executive Director, Parks &amp; Rec</b>	\$139,293	\$4,875	\$144,168
<b>Executive Director, Gen Services</b>	\$139,293	\$4,875	\$144,168
<b>Executive Director, Finance</b>	\$157,602	\$5,516	\$163,118
<b>Executive Director, Env. Health*</b>	\$129,000	\$20,040	\$149,040
<b>Executive Director, E&amp;L</b>	\$104,282	\$3,650	\$107,932

**\$77,809 - to be absorbed in agency budgets**

## **POLICE CHIEF**

- The Police Executive Research Forum's 2014 Survey of Police Chiefs Salary includes responses from 334 police chiefs for all regions of the United States. Colorado is included in the West region and the 93 responses indicate that the average salary of respondents with more than 1,000 sworn officers is \$211,888.
- The current salary of the Police Chief, which increases to \$183,817 on January 1, 2016 is still below the average salary in the PERF survey data.
- The proposed increase for the Chief is \$199,000 which is closer in alignment with comparable departments in the region.