Public Safety Command Staff Salaries and Benefits

Department of Public Safety

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The Request

An ordinance amending Chapters 18, 22, and 42 of the Revised Municipal Code establishing salaries and benefits for command staff in the Denver Sheriff Department for 2021 and the Denver Fire Department and Denver Police Department in 2021 and 2022.

Collective Bargaining Agreement Process Overview

- **Denver Sheriff Department (DSD)**
  - Fraternal Order of Police Denver Sheriff Lodge #27

- **Denver Fire Department (DFD)**
  - Local 858

- **Denver Police Department (DPD)**
  - Denver Police Protective Association (PPA)

Collective Bargaining Agreements (CBAs) determine pay increases and benefits for rank-and-file employees.

By practice, Safety command staff receive equivalent salary increases in pay to keep pace and avoid compression between ranks.

Command staff is defined as follows:
- <u>DSD:</u> Majors, Division Chiefs, Sheriff
- <u>DFD:</u> Division Chiefs, Deputy Chief, Chief
- <u>DPD:</u> Commanders, Division Chiefs, Deputy Chiefs, Chief

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Denver Sheriff Department

In 2020, negotiations between the City and the FOP ended in an impasse. The subsequent interest arbitration award resulted in:

1) Suspension of the 2021 uniform allowance.
2) Suspension of holiday pay and benefits for the last 7 holidays in 2021.
3) Suspension of longevity pay effective April 1, 2021 through December 31, 2021.
4) No salary increase for deputies in 2021.

Denver Sheriff Department

Proposed amendments to Chapter 18, Article IV of the Denver Revised Municipal Code include:

1) Suspension of the annual uniform allowance in 2021.
2) Suspension of holiday pay and benefits provisions for the last 7 holidays in 2021.
3) Suspension of longevity pay effective April 1, 2021 through December 31, 2021.
4) No salary increase for sheriff command pay in 2021.

Collective Bargaining negotiations are ongoing for pay/benefits beginning 1/1/22

Denver Fire Department

In 2020, Local 858 voluntarily agreed to the following concessions:

1) Suspension of the annual equipment allowance in 2021.
2) No birthday holiday recognized in 2021, in addition to premium pay associated with President's Day, Independence Day, and Labor Day.
3) Previously negotiated pay increase scheduled to take effect January 1, 2021 was deferred to December 31, 2021.
4) Suspension of the City's contribution to the Post Employment Health Plan (PEHP) in 2021.

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Denver Fire Department

The negotiated 2022 CBA between the City and Local 858 includes:

1) Reinstatement of all benefits temporarily suspended in 2021.
2) Additional vacation accruals for firefighters with 20 and 25 years of service.
3) A .75% salary increase effective July 1, 2022.

Denver Fire Department

Proposed amendments to Chapter 22, Article II of the Denver Revised Municipal Code include:

1) Deferral of 2021 salary increase for command staff until December 31, 2021.
2) A .75% salary increase effective July 1, 2022 for command staff.
3) No birthday holiday recognized in 2021, in addition to premium pay associated with President's Day, Independence Day, and Labor Day.

Denver Police Department

In 2020, negotiations between the City and the FOP ended in an impasse. The subsequent interest arbitration award resulted in:

1) Suspension of holiday pay and benefits for all 10 holidays in 2021.
2) Reduction of the City's annual retiree health contribution in 2021.
3) No salary increase for police officers in 2021.
4) A 2.0% salary increase effective January 1, 2022 and an additional 1.5% increase effective July 1, 2022.

Denver Police Department

Proposed amendments to Chapter 42, Article II of the Denver Revised Municipal Code include:

1) Suspension of holiday pay and benefits for all 10 holidays in 2021.
2) No salary increase for command staff in 2021.
3) A 2.0% salary increase for command staff effective January 1, 2022.
4) A 1.5% salary increase for command staff effective July 1, 2022.

Questions?

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