



**DENVER**  
THE MILE HIGH CITY

# **Appointed Charter Officers Proposed Salary Adjustment**

FinGov April 5, 2022

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 11 departments:
  - Community Planning & Development (CPD), Aviation (DEN), Safety, General Services (GS), Finance, Transportation & Infrastructure (DOTI), Human Services (DHS), Public Health & Environment (DDPHE), Parks & Recreation (DPR), and Excise & License (EXL)

- These Charter officers have not received any salary increase in 6 years
  - Exception is Director of Excise & License
  - These positions are not eligible for merit increases, but were subject to furloughs
- In that same time, every other category of City employee has been eligible for increases
  - Merit increases for CSA staff
  - All elected officials received pay increases
    - Clerk, Auditor, Mayor & Council
    - District Attorney
  - Collective bargaining agreements included increases

- Conducted by Office of Human Resources (OHR)
  - Study done in Fall 2019, but put on hold due to COVID
  - Study refreshed in Fall 2021
- 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, including annual budgets and number of employees

- Propose to move all 11 appointed charter officer salaries to the market median for the position, based on OHR's 2021 pay study findings
- Total cost for all positions is \$309,838
  - Will be absorbed in agency budgets
  - DEN salary paid through Enterprise fund and will not implicate the General Fund
- Retroactive to January 1 in keeping with typical practice

# Proposed Salaries

Department ED	Current Salary	Proposed Salary	\$ Increase	% Increase
CPD	\$175,950	\$184,257	\$8,307	4.72%
DEN	\$266,143	\$346,975	\$80,820	30.37%
City Attorney	\$196,650	\$216,061	\$19,411	9.87%
Safety	\$168,861	\$206,481	\$37,620	22.28%
DOTI	\$190,625	\$195,220	\$4,645	2.44%
DHS	\$150,715	\$175,876	\$25,161	16.69%
DPR	\$144,168	\$170,523	\$26,355	18.28%
GS	\$144,168	\$177,332	\$33,164	23.00%
Finance	\$163,118	\$185,366	\$22,248	13.64%
DDPHE	\$149,040	\$188,766	\$39,726	26.65%
EXL	\$142,000	\$154,381	\$12,381	8.72%

- Keeps Denver competitive as an employer
- Supports retention of key personnel
- Supports recruitment of high level talent for next administration, which will need to fill all of these positions immediately
- Addresses misalignment with subordinate salaries and relieves compression issues
  - 8 of these 11 positions have subordinate leadership staff/direct reports who are currently at a higher salary than the agency head

Request to approve BR22-0383:  
Amends Section 18-91 of the Denver Revised Municipal Code to adjust annual salaries for appointed charter officers in accordance with limitations set forth in the Charter and applied retroactively to January 1, 2022.

- FinGov: April 5
- Mayor-Council: April 12
- First Reading: April 18
- Second Reading: April 25

# Questions?

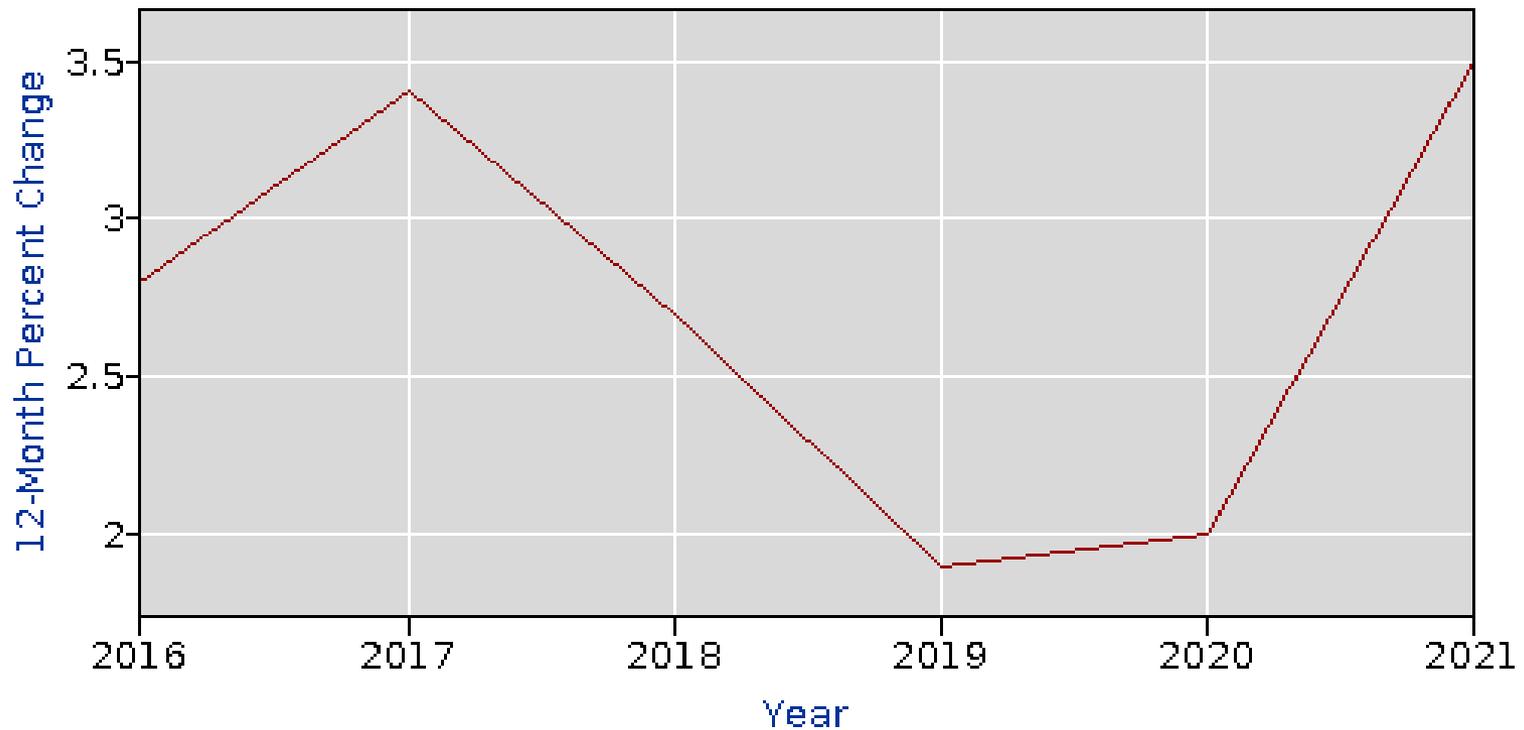


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# Appendix

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# Denver Area CPI 2016-2021

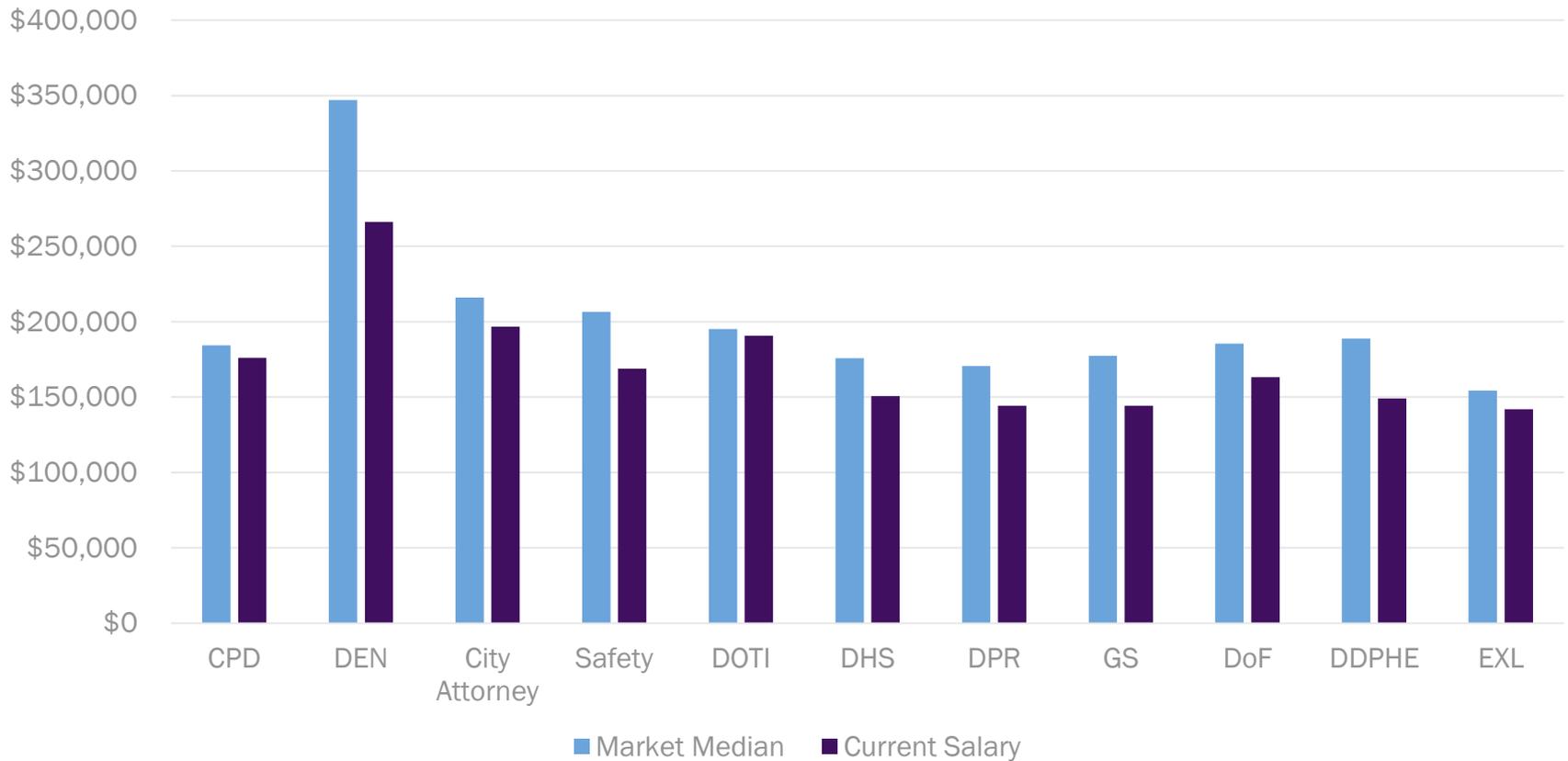


# Denver Area CPI 2016-2021

Year	Annual %
2016	2.8
2017	3.4
2018	2.7
2019	1.9
2020	2.0
2021	3.5

# Current vs. Market Median

## Salaries



# US Airport CEO Base Salaries

Tampa	\$544,000
Pittsburgh	\$534,000
Washington, D.C. (Dulles/Reagan)	\$531,000
Dallas-Fort Worth*	\$527,000
Columbus	\$392,000
LA*	\$385,000
Boston	\$360,000
DEN - Proposed*	\$346,975
Hartford	\$345,000
Indianapolis	\$344,000
Newark/LaGuardia/JFK	\$326,000
Atlanta*	\$310,000
Cleveland	\$304,000
O'Hare/Midway*	\$275,000
Philadelphia	\$270,000
DEN - Current*	\$266,143

# Proposed Pay Range Data

	Current Salary	Proposed Salary	Market Median	Market Average	Proposed Pay Grade Range Minimum	Proposed Pay Grade Range Maximum
Manager of CPD	\$175,950	\$184,257	\$184,257	\$178,538	\$132,410	\$225,094
Manager of Aviation	\$266,143	\$346,975	\$346,975	\$375,058	\$264,687	\$449,968
City Attorney	\$196,650	\$216,061	\$216,061	\$223,683	\$180,141	\$306,240
Manager of Safety	\$168,861	\$206,481	\$206,481	\$195,732	\$166,798	\$283,557
Manager of DOTI	\$190,625	\$195,220	\$195,220	\$191,756	\$143,002	\$243,103
Manager of Human Services	\$150,715	\$175,876	\$175,876	\$171,967	\$143,002	\$243,103
Manager of P&R	\$144,168	\$170,523	\$170,523	\$172,033	\$122,601	\$208,422
Manager of Gen Services	\$144,168	\$177,332	\$177,332	\$181,408	\$132,410	\$225,094
Manager of Finance	\$163,118	\$185,366	\$185,366	\$192,046	\$143,002	\$243,103
Manager of Public Health/Env	\$149,040	\$188,766	\$188,766	\$185,640	\$143,002	\$243,103
FC Director of E&L	\$142,000	\$154,381	\$154,381	\$147,359	\$113,520	\$192,984

- Per Charter, salaries for elected Charter officers (Mayor, Auditor Clerk & Council) are set by ordinance and capped at the lower of the cumulative increase in CPI or mean CSA salary increase
  - 2015-2019: Elected salaries were phased in eventually reaching 10.3% increase by end of term
  - 2019-2023: Elected salaries will be phased in each year reaching a total of 10.07%
- District Attorney salary also set by ordinance
  - City Council approved increases of 2% in 2019 and 2020
  - City Council approved most recent DA salary increases in 2020
    - 2022: 1%
    - 2023: 3%
    - 2024: 3%

- **City Attorney:** Arvada; Boulder County; Charlotte, NC; Clark County, NV; Colo Springs; Harris County, TX; Jacksonville, FL; Jefferson County; Lakewood; Las Vegas, NV; Miami, FL; Nashville, TN; Oakland, CA; Omaha, NE; Phoenix, AZ; Portland, OR; Raleigh, NC; Sacramento, CA; San Antonio, TX; St. Louis, MO; St. Paul, MN; State of Colorado; Tulsa, OK; Wayne County, MI
- **EXL:** Clark County, NV; Colo Springs; Jacksonville, FL; King County, WA; Lakewood; Las Vegas, NV; Sacramento, CA; St. Louis, MO; St. Paul, MN; State of Colorado
- **CPD:** Arvada; Boulder County; Charlotte, NC; Clark County, NV; Colo Springs; Douglas County; Forth Worth, TX; Jacksonville, FL; King County, WA; Lakewood; Las Vegas, NV; Miami, FL; Nashville, TN; Oakland, CA; Omaha, NE; Phoenix, AZ; Portland, OR; Raleigh, NC; Sacramento, CA; San Antonio, TX; St. Louis, MO; St. Paul, MN; State of Colorado; Tucson, AZ; Wayne County, MI

- **DDPHE:** Boulder County; Fort Worth, TX; Jefferson County; King County, WA; Nashville, TN; Phoenix, AZ; Sacramento, CA; San Antonio, TX; St. Louis, MO; State of Colorado; Wayne County, MI
- **DEN:** (Airport Council International Compensation & Benefits Survey is used. Charlotte, NC; Colo Springs; Fort Worth, TX; Jefferson County; King County, WA; Phoenix, AZ; Sacramento, CA; San Antonio, TX; St. Louis, MO
- **DOTI:** Boulder County; Charlotte, NC; Colo Springs; Douglas County; Fort Worth, TX; Jacksonville, FL; Hennepin County, MN; Jefferson County; Lakewood; Nashville, TN; Oakland, CA; Omaha, NE; Phoenix, AZ; Raleigh, NC; Sacramento, CA; San Antonio, TX; St. Louis, MO; State of Colorado; Tucson, AZ; Wayne County, MI

- **Finance:** Arvada; Boulder County; Charlotte, NC; Clark County, NV; Colo Springs; Douglas County; Fort Worth, TX; Harris County, TX; Hennepin County, MN; Jacksonville, FL; Jefferson County; King County, WA; Lakewood; Las Vegas, NV; Miami, FL; Nashville, TN; Oakland, CA; Omaha, NE; Phoenix, AZ; Raleigh, NC; Sacramento, CA; San Antonio, TX; St. Louis, MO; St. Paul, MN; State of Colorado; Tucson, AZ; Tulsa, OK; Wayne County, MI
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- **Safety:** Hennepin County, MN; St. Louis, MO; State of Colorado; Tucson, AZ