

1 BY AUTHORITY

2 ORDINANCE NO. _____
3 SERIES OF 2021

COUNCIL BILL NO. 21-1220
COMMITTEE OF REFERENCE:
4 Safety, Housing, Education & Homelessness

5
6 A BILL

7 **For an ordinance amending Chapters 18, 22, and 42 of the Revised Municipal**
8 **Code establishing salaries and benefits for command staff in the Denver Sheriff**
9 **Department, Denver Fire Department, and Denver Police Department in 2021 and**
10 **2022.**

11
12 **BE IT ENACTED BY THE COUNCIL OF THE CITY AND COUNTY OF DENVER:**

13
14 **Section 1.** That effective April 1, 2021, Chapter 18, Article IV, Section 18-102,, D.R.M.C. shall
15 be amended by deleting the language stricken and adding the language underlined, to read as follows:

16
17 Sec. 18-102. - Longevity pay.

18
19 ~~(a) For the period of January 1, 2008 through December 31, 2008, longevity pay for~~
20 ~~deputy sheriff majors, deputy sheriff division chiefs, and the undersheriff hired on or~~
21 ~~after January 1, 1996, shall be paid when the person reaches his or her ninth~~
22 ~~anniversary date of employment in a deputy sheriff classification. The rate shall be four~~
23 ~~dollars (\$4.00) per month for each year of service up to twenty five (25) years. No~~
24 ~~employee shall receive longevity compensation in excess of one hundred dollars~~
25 ~~(\$100.00) per month or one thousand two hundred dollars (\$1,200.00) per year.~~

26
27 ~~(b) For the period of January 1, 2008 through December 31, 2008, longevity pay for~~
28 ~~deputy sheriff majors, deputy sheriff division chiefs, and the undersheriff hired on or~~
29 ~~before December 31, 1995, shall be paid when the person reaches his or her fifth~~
30 ~~anniversary date of employment in a deputy sheriff classification. The rate shall be~~
31 ~~seven dollars (\$7.00) per month for each year of service up to twenty five (25) years.~~
32 ~~No employee shall receive longevity compensation in excess of one hundred seventy-~~
33 ~~five dollars (\$175.00) per month or two thousand one hundred dollars (\$2,100.00) per~~
34 ~~year.~~

35
36 ~~(c)~~(a) Effective January 1, 2009, deputy sheriff majors, deputy sheriff division chiefs, and the
37 ~~undersheriff~~, upon reaching their fifth anniversary date of employment, shall be paid
38 longevity pay at the rate of seven dollars (\$7.00) per month for each year of service
39 except that no employee shall receive longevity compensation in excess of one
40 hundred seventy-five dollars (\$175.00) per month or two thousand one hundred dollars
41 (\$2,100.00) per year. **Notwithstanding the above, effective April 1, 2021 through**
42 **December 31, 2021, there will be no longevity pay pursuant to this section paid**
43 **to deputy sheriff majors, deputy sheriff division chiefs, or the sheriff.**
44

1 **Section 2.** That effective January 1, 2021, Chapter 18, Article IV, Section 18-106, D.R.M.C.
2 shall be amended by deleting the language stricken and adding the language underlined, to read as
3 follows:

4 Sec. 18-106. – Designation of holidays.

5
6 Deputy sheriff majors, deputy sheriff division chiefs, and the undersheriff shall receive eight
7 (8) hours of holiday leave on the following days:

- 8
9 (1) New Year's Day (January 1);
10 (2) Dr. Martin Luther King, Jr. Day (third Monday in January);
11 (3) Presidents' Day (third Monday in February);
12 (4) Cesar Chavez Day (last Monday in March);
13 (5) Memorial Day (last Monday in May);
14 (6) Independence Day (July 4);
15 (7) Labor Day (first Monday in September);
16 (8) Veteran's Day (November 11);
17 (9) Thanksgiving Day (fourth Thursday in November);
18 (10) Christmas Day (December 25);
19 (11) Personal holiday (on a date chosen by the employee under procedures approved by
20 the undersheriff, or in the case of the undersheriff, the manager of safety).

21
22 **Notwithstanding the above, the following designated holidays will not be recognized in**
23 **2021 by deputy sheriff majors, deputy sheriff division chiefs, or the sheriff: Cesar Chavez day,**
24 **Memorial Day, Independence Day, Labor Day, Veteran's Day, Thanksgiving Day, and**
25 **Christmas Day.**

26
27 **Section 3.** That effective January 1, 2021, Chapter 18, Article IV, Section 18-110, D.R.M.C.
28 shall be amended by deleting the language stricken and adding the language underlined, to read as
29 follows:

30 Sec. 18-110. – Uniform maintenance.

31
32 An annual allowance shall be paid to deputy sheriff majors, deputy sheriff division chiefs, and
33 the sheriff for the maintenance of uniforms in the amount of six hundred fifty dollars (\$650.00). This
34 payment shall be made at the end of each calendar year. Upon separation other than for cause, this
35 payment shall be prorated for the number of months served during the calendar year.
36 **Notwithstanding the above, there will be no annual uniform allowance paid in 2021 to deputy**
37 **sheriff majors, deputy sheriff division chiefs, or the sheriff.**
38

39 **Section 4.** That effective January 1, 2021, Chapter 22, Article II, Division 3, Section 22-35,
40 D.R.M.C. shall be amended by deleting the language stricken and adding the language underlined, to
41 read as follows:

42 Sec. 22-35. - Salaries and grades of chief, deputy chief and division chiefs of the fire department.

- 43
44 ~~(a) — Effective January 1, 2019, the chief of the fire department, deputy chief and division~~
45 ~~chiefs shall receive the following annual salaries:~~
46

1 Fire chief\$198,686
2 Deputy chief\$173,376
3 Division chiefs\$165,602
4

5 ~~(b)~~ Effective January 1, 2020, the chief of the fire department, deputy chief and division
6 chiefs shall receive the following annual salaries:

7
8 Fire chief\$205,144
9 Deputy chief\$179,010
10 Division chiefs\$170,984
11

12 ~~(c)~~(a) Effective January 1 December 31, 2021, the chief of the fire department, deputy chief
13 and division chiefs shall receive the following annual salaries:

14
15 Fire chief\$211,298
16 Deputy chief\$184,381
17 Division chiefs\$176,113
18

19 (b) Effective July 1, 2022, the chief of the fire department, deputy chief and division chiefs
20 shall receive the following annual salaries:

21
22 Fire chief\$212,883
23 Deputy chief\$185,764
24 Division chiefs\$177,434
25

26 ~~(d)~~(c) Pay schedule. As provided in section 18-11, the city is authorized to implement a lag
27 payroll system for division chiefs, chief, and deputy chief of the fire department. Except
28 as otherwise provided in section 18-11 and in this division 3 of article II, every such
29 employee shall be paid biweekly at a biweekly rate arrived at by dividing the annual
30 rate set forth in the pay plan for the pay grade applicable to the class to which the
31 position is allocated by the biweekly periods for the calendar year.
32

33 **Section 4.** That effective January 1, 2021, Chapter 22, Article II, Division 3, Section 22-38,
34 D.R.M.C. shall be amended by deleting the language stricken and adding the language underlined, to
35 read as follows:

36 Sec. 22-38. – Holidays.

37
38 (a) *Designated.* Effective January 1, 1997, the chief of the fire department, deputy chief
39 and the division chiefs of the fire department shall be paid, in addition to regular
40 compensation, an additional eight (8) hours pay at their straight time rate if (a) he or
41 she works on any of the following holidays; or (b) the chief notifies the manager of
42 safety, or the deputy chief or any division chief notifies the chief that he or she will be
43 officially available to respond to duty on that holiday:
44

- 45 (1) New Year's Day: January 1;
- 46 (2) Martin Luther King, Jr. Day: Third Monday in January;
- 47 (3) Presidents' Day: Third Monday in February;
- 48 (4) Cesar Chavez Day (last Monday in March);
- 49 (5) Memorial Day: Last Monday in May;

- (6) Independence Day: July 4;
- (7) Labor Day: First Monday in September;
- (8) Veterans' Day: November 11;
- (9) Thanksgiving Day: Fourth Thursday in November;
- (10) Christmas Day: December 25;
- (11) Personal day (birthday): The day to be approved by the chief of the fire department or, in the case of the chief of the fire department, by the manager of safety.

Notwithstanding the above, no personal day (birthday) will be recognized by the chief of the fire department, the deputy chief, or division chiefs in 2021; additionally, the following holidays will not be recognized in 2021: President's Day, Independence Day, and Labor Day.

Section 5. That effective January 1, 2021, Chapter 42, Article II, Division 3, Section 42-53, D.R.M.C. shall be amended by deleting the language stricken and adding the language underlined, to read as follows:

Sec. 42-53. - Same—Police chief, deputy chiefs, division chiefs, and commanders.

~~(a)~~ Effective January 1, 2018, the chief of police, deputy chiefs, division chiefs, and commanders shall receive the following annual salaries:

~~Police chief\$214,286
 Deputy chief\$184,125
 Division chief\$175,363
 Commander\$159,413~~

~~(b)~~ Effective January 1, 2019, the chief of police, deputy chiefs, division chiefs, and commanders shall receive the following annual salaries:

~~Police chief\$221,251
 Deputy chief\$190,110
 Division chief\$181,062
 Commander\$164,594~~

~~(c)~~**(a)** Effective January 1, 2020, the chief of police, deputy chiefs, division chiefs, and commanders shall receive the following annual salaries:

Police chief\$228,441
 Deputy chief\$196,288
 Division chief\$186,947
 Commander\$169,943

(b) Effective January 1, 2022, the chief of police, deputy chiefs, division chiefs, and commanders shall receive the following annual salaries:

Police chief\$233,010
 Deputy chief\$200,214

1 Division chief\$190,686

2 Commander\$173,342

3
4 **(c)** Effective July 1, 2022, the chief of police, deputy chiefs, division chiefs, and
5 commanders shall receive the following annual salaries:

6
7 Police chief\$236,505

8 Deputy chief\$203,217

9 Division chief\$193,546

10 Commander\$175,942

11
12 **Section 6.** That effective January 1, 2021, Chapter 42, Article II, Division 3, Section 42-58,
13 D.R.M.C. shall be amended by deleting the language stricken and adding the language underlined, to
14 read as follows:

15
16 **Sec. 42-58. – Holidays.**

17
18 Effective January 1, 2002, the chief of police, deputy chiefs, division chiefs, and commanders
19 shall be paid, in addition to regular compensation, an additional day's compensation at their straight
20 time rate whether they work on the holiday or not, for the following holidays:

- 21
- 22 (1) New Year's Day (January 1);
- 23 (2) Dr. Martin Luther King Day (third Monday in January);
- 24 (3) Presidents Day (third Monday in February);
- 25 (4) Cesar Chavez Day (last Monday in March);
- 26 (5) Memorial Day (last Monday in May);
- 27 (6) Independence Day (July 4);
- 28 (7) Labor Day (first Monday in September);
- 29 (8) Veteran's Day (November 11);
- 30 (9) Thanksgiving Day (fourth Thursday in November);
- 31 (10) Christmas Day (December 25);
- 32 (11) Birthday.

33
34 **Notwithstanding the above, whether they work the holiday or not, there will be no**
35 **additional compensation paid to the chief of police, deputy chiefs, division chiefs or**
36 **commanders in 2021 for any of the holidays listed above.**

37
38 COMMITTEE APPROVAL DATE: October 20, 2021.

39 MAYOR-COUNCIL DATE: October 26, 2021.

40 PASSED BY THE COUNCIL: _____

41 _____ - PRESIDENT

42 APPROVED: _____ - MAYOR _____

43 ATTEST: _____ - CLERK AND RECORDER,
44 EX-OFFICIO CLERK OF THE
45 CITY AND COUNTY OF DENVER

1 NOTICE PUBLISHED IN THE DAILY JOURNAL: _____; _____

2

3 PREPARED BY: Rob Nespor, Assistant City Attorney; DATE: November 2, 2021

4

5 Pursuant to section 13-9, D.R.M.C., this proposed ordinance has been reviewed by the office of the
6 City Attorney. We find no irregularity as to form, and have no legal objection to the proposed
7 ordinance. The proposed ordinance **is not** submitted to the City Council for approval pursuant to §
8 3.2.6 of the Charter.

9

10 Kristin M. Bronson, Denver City Attorney

11 BY: *Jonathan Griffin*, Assistant City Attorney DATE: Nov 4, 2021