



DENVER
THE MILE HIGH CITY

Appointed Charter Officers & Police Chief Proposed Salary Adjustment

Governance & Charter Committee
February 23, 2016

FOR CITY SERVICES VISIT | CALL
DenverGov.org | **311**

- By Charter, certain appointed officers listed in the Charter must have their salaries set by ordinance. 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 11 Charter Officers were last adjusted in January, 2014.
- Elected Charter Officers received pay increases in 2015 (5.165%) and will receive an additional 5.165% increase in mid-2016. Eligible CSA employees also received pay increase in 2014 and 2015.
- A Pay Survey was conducted by the Office of Human Resources for Appointed Charter Officers.

- This proposal increases salaries of appointed Charter Officers by 3.5% with a larger increase for the Executive Director of Environmental Health.
- The current salary of 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 at a higher level than previously demonstrated. 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 in their 2016 budgets. Increases will be retroactive to Jan. 1 for simplified accounting purposes.

Title	Current Salary	Proposed Increase (in \$)	New Salary
Executive Director, CPD	\$170,000	\$5,950	\$175,950
City Attorney	\$190,000	\$6,650	\$196,650
Executive Director, Aviation	\$257,143	\$9,000	\$266,143
Executive Director, Safety	\$163,151	\$5,710	\$168,861
Executive Director, Public Works	\$184,179	\$6,446	\$190,625
Executive Director, Human Services	\$145,618	\$5,097	\$150,715
Executive Director, Parks & Rec.	\$139,293	\$4,875	\$144,168
Executive Director, Gen. Services	\$139,293	\$4,875	\$144,168
Executive Director, Finance	\$157,602	\$5,516	\$163,118
Executive Director, Env. Health*	\$129,000	\$20,040	\$149,040
Executive Director, E&L	\$104,282	\$3,650	\$107,932

Council Actions

- Committee – February 23
- Mayor-Council – March 1
- First Reading – March 7
- Final Reading – March 14