



Elected Charter Officer (ECO) Pay Setting

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(Data Prepared by OHR)
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Elected Official Pay Setting Process – Overview

➤ Denver City Charter defines process

§ 9.2.2 - Limitation on salaries and benefits of elected charter officers

(A) After **January 1** of any general election year for elected Charter officers, **but before the general election**, the salaries of such officers shall be fixed by ordinance for the ensuing term within the limits set forth in this section. The salaries **shall not exceed the lesser of:**

- (i) The current salaries adjusted for the cumulative percentage change over the preceding four years in the Consumer Price Index for All Urban Consumers, Denver-Boulder-Greeley, or its successor index; or
- (ii) The current salaries adjusted for the cumulative percentage change over the preceding four years in the mean salary of employees in the Career Service.

City Council's Role

City Council is responsible for presenting and approving the ordinance change for all ECO pay levels

OHR provides data for the Council's consideration

Council has discretion in how the final numbers are applied. Salary changes take effect July 15, 2019.



Data for the Prior Four Years (2015 – 2018)

Year	CPI-U % Change	Mean Career Service % Change
2015	1.20%	3.00%
2016	2.80%	3.10%
2017	3.40%	3.30%
2018	2.70%	3.27%
Total of Prior Four Years:	10.10%	12.67%
<i>Lesser of the two?</i>	10.10%	

Change in Salary After Applying CPI-U

Title	Current Salary through July 15, 2019	Salary Change	New Total
Mayor	\$171,197	\$17,291	\$188,488
Council President	\$102,928	\$10,396	\$113,324
Council Member	\$91,915	\$9,283	\$101,198
Auditor	\$148,061	\$14,954	\$163,015
Clerk and Recorder	\$148,061	\$14,954	\$163,015

Proposed Application for 2019-2022

	Current Salary	July 2019	July 2020	July 2021	July 2022	Annual Change
Mayor	\$171,197	\$175,520	\$179,842	\$184,165	\$188,488	~\$4,323
Council President	\$102,928	\$105,527	\$108,126	\$110,725	\$113,324	~\$2,599
Council Member	\$91,915	\$94,236	\$96,557	\$98,878	\$101,198	~\$2,321
Auditor	\$148,061	\$151,800	\$155,538	\$159,277	\$163,015	~\$3,739
Clerk and Recorder	\$148,061	\$151,800	\$155,538	\$159,277	\$163,015	~\$3,739