

## ORDINANCE/RESOLUTION REQUEST

Please email requests to the Mayor's Legislative Team  
at [MileHighOrdinance@DenverGov.org](mailto:MileHighOrdinance@DenverGov.org) by **3:00pm on Monday**. For any questions please contact Stacie Loucks.

***\*All fields must be completed.\****  
*Incomplete request forms will be returned to sender which may cause a delay in processing.*

Date of Request: 2/16/16

Please mark one:  Bill Request or  Resolution Request

**1. Has your agency submitted this request in the last 12 months?**

Yes  No

**If yes, please explain:**

**2. Title:** *(Include a concise, one sentence description – please include name of company or contractor and contract control number - that clearly indicates the type of request: grant acceptance, contract execution, amendment, municipal code change, supplemental request, etc.)*

Approves increases to the salaries of 11 appointed Charter officers and an increase to the salary of the Chief of Police, retroactive to January 1, 2016.

**3. Requesting Agency:** Mayor's Office

**4. Contact Person:** *(With actual knowledge of proposed ordinance/resolution.)*

- **Name:** Skye Stuart
- **Phone:** 720-865-9058
- **Email:** [skye.stuart@denvergov.org](mailto:skye.stuart@denvergov.org)

**5. Contact Person:** *(With actual knowledge of proposed ordinance/resolution who will present the item at Mayor-Council and who will be available for first and second reading, if necessary.)*

- **Name:** Penny May
- **Phone:**
- **Email:** [Penny.May@denvergov.org](mailto:Penny.May@denvergov.org)

**6. General description of proposed ordinance including contract scope of work if applicable:**

The 11 appointed Charter officers that make up the mayor's Cabinet have not received a salary adjustment since 2014. This bill increases most salaries by 3.5%, reflective of similar increases to eligible CSA employees. The position of Director of DEH is proposed to receive a larger increase to reflect expanded duties as a Public Health Administrator and with expertise in policy and practice in public health discussions for the department and the City. The Office of Human Resources surveyed salaries of Public Health Administrators in comparable governments and the average compensation is \$160,705 (ranging from a low of \$105,421 to a high of \$216,988). The proposed increase to the salary of the Director of the Department of Environmental Health is from \$129,000 to \$149,040.

Based on a survey of Police Chief salaries for like-sized departments conducted by the Police Executive Research Forum (PERF) a salary adjustment for our police chief is being recommended. The PERF survey indicated that the average salary of respondents with more than 1,000 sworn officers is \$211,888. As such, we propose the police chief salary be set at \$199,000, which is closer in alignment with comparable departments. Though the Chief of Police is not a position included in the Appointed Charter officers called out in § 9.2.1, the Chief's salary is reflected in the Command pay ordinance and so likewise must be adjusted in the DRMC.

The total cumulative cost of the increase is \$92,992. Agencies will absorb that cost into their 2016 budgets.

**\*\*Please complete the following fields:** *(Incomplete fields may result in a delay in processing. If a field is not applicable, please enter N/A for that field – please do not leave blank.)*

**a. Contract Control Number:** N/A

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*To be completed by Mayor's Legislative Team:*

SIRE Tracking Number: \_\_\_\_\_

Date Entered: \_\_\_\_\_

- b. **Duration:** N/A
- c. **Location:** N/A
- d. **Affected Council District:** N/A
- e. **Benefits:** Attract and retain quality staff and keep positions competitive with national government-sector market.
- f. **Costs:** \$77,809 to be absorbed in agencies' 2016 budgets.

7. **Is there any controversy surrounding this ordinance?** (*Groups or individuals who may have concerns about it?*) **Please explain.**

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*To be completed by Mayor's Legislative Team:*

SIRE Tracking Number: \_\_\_\_\_

Date Entered: \_\_\_\_\_