



**DENVER**  
THE MILE HIGH CITY

# Good Government Committee

Proposed Charter Change

Health, Safety, Education & Services Committee

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

## Guiding Principles

- Government Efficiency & Cost Effective Operations
- Modern Operations relevant to current & future needs
- Government Adaptability & Flexibility
- Enable Innovative Practices

## G2 Focus Areas

- Public Safety (Chair: Chris Nevitt)
- Organizational Structure (Chair: Janice Sinden)
- Personnel & Management (Chair: Gloria Rubio-Cortes)
- Finance & Elections also had standing groups in existence that shared information

- Judge Andrew Armatas (Safety)
- Debra Bartleson (Org Structure)
- Councilman Albus Brooks (Safety)
- Lauri Dannemiller (Org Structure)
- George Delaney (Org Structure)
- Chief Elias Diggins (Personnel)
- Councilwoman Jeanne Robb (Personnel)
- Doug Friednash (Safety, Ex Officio)
- Ledy Garcia-Eckstein (Safety)
- Helen Gonzales (Org Structure)
- Councilman Chris Herndon (Org Structure)
- Eric Hiraga (Personnel)
- Ashley Kilroy (Safety)
- Dr. Marjorie Lewis (Safety)
- Michelle Lucero (Org Structure)
- Councilman Chris Nevitt (Safety)
- Stephanie O'Malley (Personnel, Ex Officio)
- Gloria Rubio-Cortez (Personnel)
- Ed Scholz (Personnel)
- Janice Sinden (Org Structure)
- Councilwoman Mary Beth Susman (Org Structure, Ex Officio)
- Chief Robert Tade (Safety)
- Barbara Thompson (Personnel)
- Clay Vigoda (Personnel)

- March 1 – Full G2 Committee First Convened
- March 4-May 24 – Working Groups met weekly
- June – Working Groups met with Mayor Hancock
- Late June/Early July – Stakeholder Outreach and vetting of recommendations
- July 18 – Full G2 Recommendations released and announcement of proposed Charter change for 2013
- July 30-August 26 – City Council process

G2 Recommendations moving forward this year were synthesized into two omnibus ballot questions:

- Safety – considered in HSES
- Smart Government – considered in Gov't & Finance

- Specify head of Denver Sheriff's Department is named as Sheriff and assigned county Sheriff's duties (2.6.1 & 2.6.4)
  - Allows for clarity and parity among peers in other counties
  - Memorializes current practice of performing all lawful duties assigned
  - Will not add any additional law enforcement duties
- **Eliminate the requirement that the Fire Chief only come from Classified Service and allow appointment from all ranks (2.6.6 & 9.5.1)**
  - Greater flexibility in selecting an appropriately qualified Chief for the needs of the department at the time
  - Allows a broader pool of internal candidates from which to select leadership
  - Creates parity with selection of Police Chief
- Eliminate requirement that a Police Chief hired from outside be retained by contract (9.6.1)
  - Simplifies appointment process by removing duplicative layer (contract simply reflects at-will appointment status)
  - Creates consistency with all other mayoral appointments

# Safety Charter Change, cont.

- Eliminate 25% cap on Public Safety cadets entering recruit classes (2.6.3)
  - Cap is arbitrary and prevents us from retaining talent
  - Allows for return on investment made in cadets by keeping qualified cadets in the system
- Remove specificity to allow Chiefs flexibility in appointing command staff (9.5.2 & 9.6.3)
  - Current language is prescriptive in number of command staff in each position (ex: DPD must have no more than 12 Commanders and 5 Division Chiefs)
  - Allows Chiefs to assign command staff as appropriate for current & future needs
  - Will not change total number of command staff
- Revise “Special Police” section to properly reflect enforcement rather than full police powers (2.6.3)
  - There are 31 active special police entities that enforce laws (ex: Right of Way Enforcement Officers, arson investigators) in a limited fashion. This clarifies limited and not full police powers



# Safety Charter Changes, cont.

- Allow Sheriff authority to appoint command staff (2.6.4)
  - Creates parity with other safety departments
  - Allows Sheriff flexibility in selecting his executive team
- Allow for Police Chief to draw all command staff from rank of lieutenant or above (9.6.3)
  - Currently varies: some positions are Captain and above; some positions are lieutenant and above
  - Broadens the pool from which to draw qualified leadership
- **Allow for lateral entry for fire fighters (9.3.11 & 9.5.5)**
  - Creates parity with police
  - Potential to aid in greater diversity in hiring and bring in experienced personnel
  - Addresses issues with fire fighters hired pursuant to fire service IGA with another jurisdiction

- Eliminate requirement that the Fire Chief only come from the Classified Service, but delineate qualifications and allow internal appointment from rank of Captain or above
  - Concern expressed over potentially inexperienced candidates being selected as Fire Chief
  - Proposed addition of qualifications for external Chief (professional fire fighter with minimum 7 years command experience in a like-sized urban fire department) ensures an appropriately experienced candidate while maintaining the goal of flexibility in making the right appointment for the needs of the time
  - Proposed change to internal hire provisions allowing internal candidates from rank of Captain or above. This preserves the intent of a broader internal pool of candidates, but ensures candidates will have adequate experience
  - Parallel language will be added to sections related to Police Chief to preserve some level of consistency

- Allow for lateral entry for fire fighters, but no higher than fire fighter 1<sup>st</sup> grade

-Concern expressed over allowing command staff moving over pursuant to an IGA to be hired at command level. Issues included a lack of equivalency in command staff at a small department and concern over unfairly limiting internal promotional opportunities

-The proposed change to command staff lateral hires through IGA (Section 9.5.5 (B)) will be withdrawn and that section will remain as it reads today

-The proposal for lateral hires based on years of experience *but no higher than fire fighter 1<sup>st</sup> grade* will remain, allowing us potential for improving future diversity.

-This language is purely enabling and would still require managerial process for any lateral hires

- Two ballot proposals in HSES and G&F committees – July 30 & 31 and August 6 & 7
- Mayor-Council – August 13
- 1<sup>st</sup> Reading – August 19
- 2<sup>nd</sup> Reading – August 26