

1
2 **BY AUTHORITY**

3 ORDINANCE NO.
4 SERIES OF 2026

COUNCIL BILL NO. _____
COMMITTEE OF REFERENCE:

5
6
7 **A BILL**

8
9 For an ordinance submitting to a vote of the qualified and registered electors of the
10 City and County of Denver at a special municipal election on November 3, 2026, a
11 proposed amendment to the Charter of the City and County of Denver modernizing the
12 sections concerning the Civil Service Commission and the Department of Safety.

13
14 **BE IT ENACTED BY THE COUNCIL OF THE CITY AND COUNTY OF DENVER:**

15
16 **Section 1.** There is hereby submitted to the properly qualified and registered electors of
17 the City and County of Denver for their approval or rejection at a special municipal election to be
18 conducted at the same time and in conjunction with the coordinated election to be held in the City
19 and County of Denver on November 3, 2026, a proposed amendment to the Charter of the City
20 and County of Denver, as follows:

21
22 **Effective upon publication and filing with the Secretary of State in accordance with**
23 **the Constitution and laws of the State of Colorado, the following sections of the**
24 **Charter of the City and County of Denver are amended to read as follows:**

25
26 **§ 2.6.7 - Public safety cadet program.**

27 (A) There shall be a public safety cadet program that shall operate under the
28 supervision and control of the Manager of Safety. The Manager of Safety shall establish all terms
29 and conditions of the employment, as well as procedures and qualifications for entry into the public
30 safety cadet program.

31 (B) Persons in the public safety cadet program shall not be considered permanent
32 employees of the City and may be dismissed at any time at the sole discretion of the Manager of
33 Safety. Time spent in the public safety cadet program shall not be considered as time in the
34 Classified Service, if the public safety cadet is subsequently appointed to a position in the
35 Classified Service.

§ 9.3.1 - Civil Service Commission created.

There shall be a Civil Service Commission, whose duties, powers and responsibilities shall include: establishing, fostering and maintaining a merit personnel system providing for the selection and appointment by the Manager of Safety to the Classified Service of the Denver Fire and Police Departments those determined to be the best qualified applicants and the promotion within the Classified Service of the best qualified members; establishing and administering a disciplinary and disqualification review process for members of the Classified Service; and other duties, powers and responsibilities as necessary to effectuate the intent of this Charter section. All Commission examinations shall be impartial and relate only to matters which will test the qualifications of the persons examined. The Commission shall be committed to equal employment opportunity. Except as expressly provided in the Charter, there is no right of appeal before the Commission or Department of Safety.

§ 9.3.2 - Civil Service Commissioners.

(A) *Qualifications and appointment.* The Commission shall consist of five (5) members. ~~The Commissioners shall be citizens of the United States.~~

(i) Two (2) members of the Commission and their successors shall be appointed by the Mayor.

(ii) Two (2) members of the Commission and their successors shall be appointed by City Council.

(iii) One (1) member of the Commission and ~~his or her~~their successors shall be nominated by the Mayor and appointed by ordinance or resolution of the Council, or shall be appointed by ordinance or resolution of the Council if the Mayor does not make such nomination within thirty days after the expiration of the term of the Commissioner or after a vacancy.

(B) *Terms.* Each Commissioner shall be appointed for a term of two (2) years, except when appointed to complete an unexpired term, and may be reappointed.

(C) *Composition.* In making appointments to the Commission, the Mayor and City Council shall consider the diversity of the ~~citizens of the~~ City and County of Denver.

(D) *Removal.* A Commissioner may be removed by ~~his or her~~their appointing authority for cause, expressed in writing.

§ 9.3.3 - Annual appropriation.

The City Council shall annually appropriate funding to the Commission to ensure that the Commission is able to carry out its duties, powers and responsibilities.

§ 9.3.4 - Adoption and enforcement of rules for the Commission.

The Commission shall have power to make and enforce rules consistent with its rule-making process, ~~(which shall include a requirement that proposed rules be posted prior to adoption)~~, and its Charter-mandated duties, powers, and responsibilities.

§ 9.3.5 - ~~Reserved.~~ Powers and Duties of Council.

The Council, whenever requested by the Commission, may by ordinance confer upon the Commission such other or further rights, duties, and privileges as may be necessary to adequately enforce and carry out the principles of civil service.

§ 9.3.6 - Interference with Commission; investigations; subpoena powers.

No person shall interfere with the powers, duties and responsibilities of the Commission. The Commission shall have the authority and power to investigate all breaches relating to its powers, duties and responsibilities, and may by subpoena compel the attendance and testimony of witnesses, and the production of books and papers.

§ 9.3.7 - Retention of Hearing Officers by the Commission.

(A) *Hearing Officers.* The Civil Service Commission shall enter into contractual arrangements with at least three (3) persons ~~and as many more as determined by the Commission~~ to serve as Hearing Officers to hear disciplinary or disqualification appeals or to otherwise aid the Commission in its review function. ~~The Hearing Officers shall not be employed by or considered employees of the City and County of Denver. Qualifications of Hearing Officers shall be prescribed by Commission rule.~~

~~(B) *Selection of Hearing Officers.* The Hearing Officers contracted with shall be selected as follows pursuant to Commission rules. The Commission shall compile a list of all qualified persons willing to be Hearing Officers. The list shall have at least seven (7) names unless fewer qualified persons have expressed a willingness to become Hearing Officers. The list shall be given to the Manager of Safety and the designated representatives of the Firefighters and Police Officers. Within fifteen (15) days of receipt of the list the designated representatives acting as a single entity and the Manager of Safety shall each strike not more than one-third (1/3) of the names on the list and each~~

1 ~~shall number the remaining names to indicate the order of preference. The Commission shall~~
2 ~~contract with those persons who have been approved on both lists, and in accordance with the~~
3 ~~designated order of mutual preference. This process shall be done at least once every three (3)~~
4 ~~years. The lists returned to the Commission by the Manager of Safety and the designated~~
5 ~~representatives shall be confidential and not disclosed to anyone by the Commission, its staff, the~~
6 ~~Manager of Safety, or the designated representatives.~~

7 ~~(C) — Designated representatives. The Firefighters and Police Officers shall each have a~~
8 ~~designated representative for purposes of Subsection (B) of this Section. Said representatives shall~~
9 ~~be the bargaining agents for the Firefighters and Police Officers pursuant to Sections 9.7.4 and 9.8.4.~~

10
11 **§ 9.3.8 - Examinations and content controlled by Commission.**

12 The Commission shall control all examinations, including the content thereof, as prescribed by
13 Commission rule, which shall include notice provisions. No Classified member of the Denver Police
14 or Fire Departments shall be an examiner in any examination given for the purposes of promotion.

15
16 **§ 9.3.9 - Reserved.**

17
18 **§ 9.3.10 - Reserved.**

19
20 **§ 9.3.11 - Eligible registers, for original appointment and promotional appointment;**
21 **requisition and certification.**

22 (A) *Creation of eligible register.* Those examined shall be graded according to an
23 announced examination process. For those examined who have successfully completed the
24 examination and all other phases of the Commission's process, including a background investigation
25 for original appointment, their names and grades shall be entered on an eligible register in rank order
26 by examination grade. An eligible register shall be considered a public document open to inspection.

27 (B) *Background investigation and review.* The Commission shall oversee background
28 investigations for original appointment. In no circumstance shall any individual be placed on an
29 eligible register for original appointment, or be approved for original appointment or reemployment
30 in the Classified Service, unless the Commission has reviewed the results of the individual's
31 background and has approved the individual's background. The results of background investigations
32 shall also be made available to the appointing authority for use in determining whether to appoint or
33 reemploy an individual.

1 (C) *Separate eligible registers.* The Commission shall have the separate eligible registers
2 for entry level cadet, certified peace officer, reserve and promotional candidates.

3 (D) *Removal of names from eligible register.* The Commission shall have the authority to
4 make rules concerning the removal of names from an eligible register.

5 (E) *Original appointment.* The Commission shall establish rules to provide for the
6 requisition by the Manager of Safety, and the certification to the Manager of Safety, of applicants for
7 original appointment.

8 (i) *Appointment of certified peace officer and firefighter with experience.* ~~An applicant to~~
9 ~~the Classified Service of the Denver Police Department who is currently certified as a Colorado~~
10 ~~peace officer or out of state equivalent, and has a minimum of 2 years' experience on the date of~~
11 ~~application (not including time employed as a corrections/detention officer), excluding time served~~
12 ~~during prior police academy training, may at the discretion of the Chief of Police or designee, start~~
13 ~~the Denver Police Academy at the rate of pay for Police Officer 2nd grade. The recruit, after~~
14 ~~successful completion of the Denver Police Academy, followed by continued employment as a~~
15 ~~Denver police officer for a period of (9) months of service (following graduation), shall become a~~
16 ~~Police Officer 1st grade at the start of the following pay period, regardless of the completion date in~~
17 ~~the 9th month.~~

18 ~~An applicant to the Classified Service of the Denver Police Department who is currently certified as~~
19 ~~a Colorado peace officer or out of state equivalent and has a minimum of 4 years' experience on the~~
20 ~~date of application (not including time employed as a corrections/detention officer), excluding time~~
21 ~~served in a prior police academy, may at the discretion of the Chief of Police or designee, start the~~
22 ~~Denver Police Academy at the rate of pay for Police Officer 1st grade.~~

23 The Chief of Police will evaluate applicants with prior law enforcement experience and peace officer
24 certification on a case-by-case basis, unless otherwise required by the Code, in assessing and
25 determining suitability for hiring at an elevated pay grade.

26
27 An applicant to the Classified Service of the Denver Fire Department who has a minimum of three
28 years of full-time firefighting experience may receive original appointment in the Fire Department
29 upon meeting all qualification and examination standards established by the Commission and the
30 Department of Safety, upon being certified to the Manager of Safety, and upon receiving written
31 approval of the Chief of the Fire Department and the Manager of Safety.

32
33 These appointments shall have no impact regarding required time served in the Denver Fire or Police

Departments for the purpose of seniority and promotional testing requirements of the Civil Service Commission.

The standards set forth are separate from City Charter 9.5.5(A)(B) and 9.6.6 (A)(B)(C) which addresses pay standards for those who do not qualify as a Lateral Firefighter or Lateral Police Officer.

(ii) *Appointment of an active Reserve Police Officer.* An active Reserve Police Officer of the Denver Police Department who has met all of the qualifications and requirements of the Denver Police Department reserve officer training program and has been designated a Reserve Officer may receive original appointment in the Police Department upon meeting all qualification and examination standards established by the Commission and the Department of Safety, upon being certified to the Manager of Safety, and upon receiving written approval of the Chief of the Police Department and the Manager of Safety.

(iii) *Appointment of fire department personnel pursuant to intergovernmental agreement.* Applicants to the Classified Service of the Denver Fire Department, who are applying pursuant to a duly approved intergovernmental agreement which provides for the transition of fire department services from a governmental or quasi-governmental agency to the City of Denver, may receive original appointment in the Fire Department upon meeting all qualification and examination standards established by the Commission and the Department of Safety, upon being certified to the Manager of Safety, and upon receiving written approval of the Chief of the Fire Department and the Manager of Safety.

(F) *Promotional appointment.* The Commission shall provide for promotion in the Classified Service on the basis of an examination process announced by the Commission, which shall include consideration of seniority in service, and shall provide in all cases, that vacancies shall be filled by promotion. All examinations for promotion shall be competitive among such members of each department as desire to submit themselves to examination. Eligible registers for promotional appointment shall be established under the provisions of this Section. The Commission shall certify to the appointing authority without delay the number of names equal to the number of persons to be appointed, plus two, if there may be so many, having the highest position on the register. The names shall remain on the register at least one year. If a new register has not been completed at the end of one year, the register will remain effective until a new register is established, but in no event shall a register for promotional appointment be effective for more than two years.

1 **§ 9.3.12 - Reserved.**

3 **§ 9.3.13 - Reserved.**

5 **§ 9.3.14 - Reserved.**

7 **§ 9.3.15 - Reserved.**

9 **§ 9.3.16 - Reserved.**

11 **§ 9.3.17 - Reserved.**

13 ~~**§ 9.3.18 - Public safety cadet program.**~~

14 ~~(A)——The Commission or its designee shall establish a procedure for screening applicants~~
15 ~~for entry into the public safety cadet program. The public safety cadet program shall operate under~~
16 ~~the supervision and control of the Manager of Safety. Persons in the public safety cadet program~~
17 ~~shall not be considered permanent employees of the City and may be dismissed at any time at the~~
18 ~~sole discretion of the Manager of Safety. All terms and conditions of the employment of public safety~~
19 ~~cadets shall be established by the Manager.~~

20 ~~(B)——Time spent in the public safety cadet program shall not be considered as time in the~~
21 ~~Classified Service, if the public safety cadet is subsequently appointed to a position in the Classified~~
22 ~~Service.~~

24 **§ 9.4.1 - Qualifications of applicants.**

25 Applicants, at time of application to the Classified Service, ~~shall be of good moral character,~~ shall be
26 capable of performing the essential functions of the position to which they are seeking appointment,
27 and shall meet all other qualifications and requirements as may be set forth by Commission rule.

29 **§ 9.4.6 - Probationary period; permanent appointment.**

30 Every original appointment in the Classified Service shall include a probationary period, which shall
31 include the time necessary to successfully complete the Police or Fire Academy and a nine-month
32 period thereafter, except for an appointment to the rank of Fire Systems Technical Specialist or
33 Mechanic in the Fire Department, and except for an appointment pursuant to § 9.3.11 (E.)(iii). An

original appointment to the rank of Fire Systems Technical Specialist or Mechanic shall include a probationary period of twelve months. An original appointment pursuant to § 9.3.11(E.) (iii) shall include a probationary period determined by the Manager of Safety. At the end of the probationary period, if the conduct and capacity of the member appointed shall have been satisfactory, ~~he or she~~ the member shall be permanently appointed; otherwise, ~~he or she~~ the member shall be dismissed. If, during their probationary period, an individual takes an approved leave of absence for thirty (30) calendar days or more, for any reason including, but not limited to, military leave, leave approved pursuant to the Americans with Disabilities Act or Family Medical Leave Act, or a leave of absence approved by the Chief, probation may be extended up to an additional six (6) months after the individual returns to their probationary position. The Manager of Safety may summarily dismiss, without cause, any probationary member during their probationary period. A probationary member shall not be entitled to appeal a dismissal action.

§ 9.4.10 - Longevity pay. Reserved.

~~In addition to the annual salaries for members in the Classified Service of the Fire and Police Departments as fixed by Charter provisions, and in addition to the salary or compensation provided by ordinance for the Chief of Police, there shall be paid periodically as salary to each member of each such department who shall have served in the department of which he or she is such member for five years or more and to the Chief of Police if the chief is also a member of the Classified Service, calculated as follows: Two hundred and eighty-eight dollars per annum prorated to a periodic rate geared to the pay period if the individual shall have so served five years, and an additional four dollars for each full year of such service thereafter, similarly prorated. After the completion of twenty-five years of such service, the additional salary provided by this paragraph, to be paid periodically during the year, shall continue during the active service of such member at the rate of \$1,200, and no more than \$1,200, per annum. The additional salary provided in this paragraph is an addition to salary in rank in the Fire Department and the Police Department and shall be considered or included in determining or computing the pension or retirement benefits of members of either department retired or retiring after the effective date of this amendment. Any collective bargaining agreement between the City and the bargaining agent entered into pursuant to Part 8 of this Article IX that conflicts with or modifies the provisions of this Section shall supersede this Section.~~

§ 9.4.14 Disciplinary procedures.

(A) The Chief of Police and the Chief of the Fire Department shall, within their respective

commands, initiate disciplinary action by a written command ordering the specific disciplinary action, which written command shall be submitted to the Manager of Safety for approval, together with a written specification of charges and a written report, setting forth the evidence of and reasons for such charges, which written report shall include a summary of the disciplinary record of the person charged. The written report shall also include that the member of the Classified Service affected thereby was given oral or written notice of the charges against him or her, an explanation of the evidence supporting those charges and an opportunity to respond to the charges prior to the imposition of the discipline. This predisciplinary meeting may be held by either the Chief or ~~his or her~~ her designee.

(B) The Manager of Safety shall, within ~~fifteen calendar~~ twenty (20) business days of the date of the Chief's order, approve, modify or disapprove the written order of disciplinary action. The Manager shall take such action by a written departmental order which shall take effect immediately. In the absence of the Manager of Safety, such departmental order may be issued by a Deputy Manager.

(C) A copy of the departmental order of disciplinary action shall be served on the person affected thereby, in a manner prescribed by ordinance. ~~If personal service of the said order cannot be made within five days because of inability to locate said person within the City and County of Denver, the copy of the said order shall be mailed by certified or registered mail, return receipt requested, to the last known address of said person, as shown by the records of the department. Said service shall be complete upon return of the mailing receipt, whether accepted or not.~~

§ 9.4.15 - Review of disciplinary actions.

(C) At a disciplinary hearing the member in person or by counsel, may offer evidence in support of ~~his or her~~ the Member's written objections. The Manager of Safety, acting through the City Attorney as counsel, shall offer evidence in justification of the departmental action. The hearing shall be recorded by a reporter or by an electronic recording device and a full record made. The Commission may adopt rules regarding pre-hearing matters and the conduct of the hearing.

(D) In reviewing the disciplinary action, the Hearing Officer shall give due weight to the necessity of the maintaining by the Manager of administrative control of the department. The Hearing Officer shall review the full record before him or her and shall make written findings, affirming, reversing, or modifying the disciplinary action in whole or in part. The Hearing Officer's decision shall be filed with the Commission. Promptly upon receipt of the decision, the Commission shall simultaneously serve it on the Manager of Safety and the member involved in a manner prescribed

1 ~~by ordinance, by mailing it by certified or registered mail. Service shall be complete upon return of~~
2 ~~the mailing receipt, whether accepted or not.~~

3
4 **§ 9.4.16 - Suspension pending investigation.**

5 The Chief of the Fire Department and the Chief of the Police Department shall, within their
6 respective commands, have the power and authority to suspend any member of the Classified
7 Service pending an investigation and the initiation of disciplinary action provided that a specification
8 of charges as provided in Subsection 9.4.14(A) must be filed with the Manager of Safety or such
9 suspension must be terminated within ~~ten~~ twenty (20) business days; provided, however, that where
10 a specification of charges is filed in accordance with the provisions of Subsection 9.4.14(A), such
11 suspension shall remain in effect pending final disposition of such charges, including the final
12 disposition of any appeal of a departmental order.

13
14 **§ 9.4.17 Suspension upon filing of indictment or information.**

15 Indictment of a member of the Classified Service or the filing of any information by a District
16 Attorney against the member charging any felony shall be cause for suspension of any member of
17 the Classified Service, with or without pay, indefinitely upon order of the Chief of ~~his or her~~ the
18 department. Such suspension shall be terminated by restoration to the service or by discharge as
19 soon as the decision of the court becomes final. If the member of the classified service has been
20 suspended without pay and is restored to ~~his or her~~ the member's position, the member shall receive
21 full pay for the entire period of such suspension and ~~his or her~~ eligibility for other benefits of the
22 service shall not be deemed to have been interrupted by such suspension. The conviction of a
23 member of the Classified Service for a felony shall be grounds for discharge.

24
25 **§ 9.5.2 - Deputy Chief and Division Chiefs.**

26 The Chief of the Fire Department may from time to time, with the approval of the Manager of
27 Safety, assign members of the Classified Service of the Denver Fire Department of the rank of
28 Assistant Chief to perform the duties of Deputy Chief and members of the Classified Service of the
29 Denver Fire Department of the rank of Assistant Chief to perform the duties of Division Chief, each
30 of whom shall perform such duties so long as ~~his or her~~ their services are satisfactory to the Chief
31 and the latter shall see fit to continue such assignment. ~~The total number of command assignments~~
32 ~~permitted by this section at any one time shall not exceed seven (7).~~ The pay rates and fringe benefits
33 for those members assigned the duties of Deputy Chief or Division Chief shall be established by

ordinance. The Chief of the Fire Department shall appoint a Deputy Chief or, if a Deputy Chief is unavailable, a Division Chief to serve as Acting Chief in the Chief's temporary absence.

§ 9.6.3 - Deputy Chief, Division Chief, and Commander.

The Chief of Police may from time to time, with approval of the Manager of Safety, assign Police Officers in the Classified Service of the Police Department of the rank of Captain of Police or Lieutenant of Police to perform the duties of Deputy Chief of Police, who shall perform such duties so long as ~~his or her~~their services are satisfactory to the Chief of Police and the latter shall see fit to continue such assignment. Deputy Chiefs shall perform any and all duties assigned by the Chief of Police and, if the Chief of Police has assigned more than one Deputy Chief, one Deputy Chief shall be assigned by the Chief of Police to act as Chief of Police whenever the Chief of Police is unable to act because of absence or incapacity. The Chief of Police may from time to time, with the approval of the Manager of Safety, assign Police Officers in the Classified Service of the Police Department of the rank of Captain of Police or Lieutenant of Police to perform the duties of Division Chiefs of Police, each of whom shall perform such duties so long as ~~his or her~~their services are satisfactory to the Chief of Police and the latter shall see fit to continue such assignment. The Chief of Police may from time to time, with the approval of the Manager of Safety, assign Police Officers in the Classified Service of the Police Department of the rank of Captain of Police or Lieutenant of Police to perform the duties of Commander of Police, each of whom shall perform such duties so long as ~~his or her~~their services are satisfactory to the Chief of Police and the latter shall see fit to continue such assignment. When making assignments under this section, the Chief shall make all reasonable efforts to do so in a way that will not result in a net increase in the ongoing complement of command staff (including the ranks of Lieutenants and Captains) or a net decrease in the ongoing complement of line positions. ~~The total number of command assignments permitted by this section at any one time shall not exceed eighteen (18).~~

Section 2. The ballot shall contain the following title and submission clause:

REFERRED QUESTION _____

Shall the Charter of the City and County of Denver be amended to modernize the Civil Service Commission and Department of Safety by removing outdated language, giving

City Council the ability to add duties via code, and providing for an extension of probation when required for medical, military, or other approved leave?

Section 3. The proper officials of the City and County of Denver as are charged with duties relating to the election shall, before the election, issue such calls, make such certifications and publications, give such notices, make such appointments, and do all such other acts and things in connection with the submission of this Charter amendment to the registered electors of the City and County of Denver at the election as are required by the Constitution and laws of the State of Colorado and the Charter and ordinances of the City and County of Denver.

Section 4. The ballots cast at such election shall be canvassed and the results ascertained, determined, and certified in accordance with the requirements of the Constitution and laws of the State of Colorado and the Charter and ordinances of the City and County of Denver.

Section 5. If any section, paragraph, clause, or other portion of this ordinance is held to be invalid or unenforceable for any reason, the validity of the remaining portions of this ordinance shall not be affected.

COMMITTEE APPROVAL DATE: _____, 2026.

MAYOR-COUNCIL DATE: _____, 2026.

PASSED BY THE COUNCIL _____ 2026

_____ - PRESIDENT

APPROVED: _____ - MAYOR _____ 2026

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

NOTICE PUBLISHED IN THE DAILY JOURNAL _____ 2026; _____ 2026

PREPARED BY: Jonathan Griffin, Assistant City Attorney

DATE: May 27, 2026

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

1 Miko Ando Brown, Denver City Attorney

2 BY: _____, _____ City Attorney

DATE: _____

3

4

5

6