ORDINANCE/RESOLUTION REQUEST

Please email requests to the Mayor's Legislative Team
at MileHighOrdinance@DenverGov.org by **9 a.m. Friday.** Contact the Mayor's Legislative team with questions

Date of Request: August 14, 2025

Please mark one: ☐ **Bill Request** **or** ☒ **Resolution Request**

Please mark one: The request directly impacts developments, projects, contracts, resolutions, or bills that involve property and impact within .5 miles of the South Platte River from Denver's northern to southern boundary? (Check map HERE)

☐ **Yes** ☒ **No**

1. Type of Request:

☐ **Contract/Grant Agreement** ☐ **Intergovernmental Agreement (IGA)** ☐ **Rezoning/Text Amendment**

☐ **Dedication/Vacation** ☐ **Appropriation/Supplemental** ☐ **DRMC Change**

☒ **Other: Collective Bargaining Agreement**

2. Title: (Start with *approves, amends, dedicates*, etc., include name of company or contractor and indicate the type of request: grant acceptance, contract execution, contract amendment, municipal code change, supplemental request**,** etc.)

Approves the collective bargaining agreement with the Denver Police Protective Association (DPPA) for the years 2026 through 2028 regarding pay and benefits, citywide (SAFTY-202581039).

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3. Requesting Agency: Department of Public Safety

4. Contact Person:

Contact person with knowledge of proposed ordinance/resolution (e.g., subject matter expert)	Contact person for council members or mayor-council
Name: Emily Lauck Chanee Cummings	Name: Emily Lauck Chanee Cummings
Email: Emily.lauck@denvergov.org Chanee.Cummings@denvergov.org	Email: Emily.lauck@denvergov.org Chanee.Cummings@denvergov.org

5. General description or background of proposed request. Attach executive summary if more space needed:

This is a resolution request to approve the Collective Bargaining Agreement between the City and County of Denver (City) and the Denver Police Protective Association (DPPA), regarding pay and benefits for the years 2026 through 2028.

The new contract contains a number of amendments to the current contract, including (1) allowing officers the ability to donate sick leave converted to vacation and accrued compensatory time to another officer's sick leave bank; (2) adding Indigenous People's Day as a recognized holiday; (3) allowing officers the ability to bank 10 saved holidays in lieu of receiving premium pay for working on holidays; (4) increasing the bank limit for compensatory time from 80 hours to 120 hours; (5) providing new hires with a one-time payment of $1,500 to offset a recruit's initial purchase of required equipment/firearm; (6) adding the City's contribution rate for a mid-range premium medical insurance plan now available to officers; (7) implementing a 2% across-the-board salary increase effective 1/1/26, a 3% across-the-board salary increase effective 7/1/26, a 2% across-the-board salary increase effective 1/1/27, a 4% across-the-board salary increase effective 7/1/27, a 2% across-the-board salary increase effective 1/1/28, and a 2% across-the-board salary increase effective 7/1/28; (8) implementing pay raises on the first Sunday following the effective date for the increase; and (9) allowing officers the ability to cash out compensatory time awarded for being place on call for 7 consecutive calendar days when their compensatory time bank is at its maximum limit.

6. City Attorney assigned to this request (if applicable): Rob Nespor

7. City Council District: City Wide

8. **For all contracts, fill out and submit accompanying Key Contract Terms worksheet**

To be completed by Mayor's Legislative Team:

Resolution/Bill Number: _____ Date Entered: _____

Key Contract Terms

Type of Contract: (e.g. Professional Services > $500K; IGA/Grant Agreement, Sale or Lease of Real Property):

Collective Bargaining Agreement

Vendor/Contractor Name (including any dba's): Denver Police Protective Association

Contract control number (legacy and new):

SAFTY-202581039

Location:

City Wide

Is this a new contract? ☒ **Yes** ☐ **No** **Is this an Amendment?** ☐ **Yes** ☒ **No** **If yes, how many?**

Contract Term/Duration (for amended contracts, include existing term dates and amended dates):

36 months

Contract Amount (indicate existing amount, amended amount and new contract total):

Current Contract Amount (A)	*Additional Funds (B)*	*Total Contract Amount (A+B)*
0	0	

Current Contract Term	*Added Time*	*New Ending Date*
-	01/01/2026	12/31/2028

Scope of work: Agreement includes a broad range of pay and benefits administration. Including pay rates, leave, holidays, insurance coverage, disability, retirement, grievance and arbitration procedures, and more.

Was this contractor selected by competitive process? No

If not, why not? Denver Police Protective Association is the sole and exclusive bargaining agent for police officers per the Charter.

Has this contractor provided these services to the City before? ☒ **Yes** ☐ **No**

Source of funds: General Fund

Is this contract subject to: ☐ **W/MBE** ☐ **DBE** ☐ **SBE** ☐ **XO101** ☐ **ACDBE** ☒ **N/A**

WBE/MBE/DBE commitments (construction, design, Airport concession contracts): N/A

Who are the subcontractors to this contract? N/A

To be completed by Mayor's Legislative Team:

Resolution/Bill Number: _____ Date Entered: _____