

Charter Change Form Answers

WHAT IS THE TOPIC OF YOUR REQUEST?

We are proposing a Charter change that would apply to Part 8: Collective Bargaining for the Police. We are suggesting two simple additions:

(xv) Non-pension benefits for retired officers and their dependents; and

(xvi) The number of hours in a work shift

WHAT IS THE PROBLEM YOU ARE TRYING TO SOLVE?

Over the last 24 years, both sides have agreed to discuss non-pension benefits for retired officers and their dependents. This Charter amendment only requires the subject (as a mandatory subject) be discussed during Collective Bargaining. Obviously, discussion on this subject and its successive resolution will be dependent on economic and the social climate at the time of the negotiations.

Regarding work hours, evidence indicates that workers tend to be more productive and healthier when their work schedules have some consistency. The Department has had clear, positive results when it has operated on more consistent and stable work hours. A compressed work schedule, four 10-hour shifts, has proven to be the single most overall health benefit for law enforcement.

Is the Charter the best way to achieve this goal?

The Charter is the sole document that outlines the mandatory and permissive subjects for bargaining between the City of Denver and the Denver Police Protective Association.

Who are the external stakeholders?

The external stakeholders for the non-pension benefits are the retired Denver Police Officers and their families.

Who are the internal stakeholders?

For the health benefits, the internal stakeholders are all current and future Denver Police Officers.

Regarding work hours, the internal stakeholders include the current active officers and the Denver Police Administration.

Please Provide examples of other cities?

Certainly, in the private sector discussions about health benefits have become front and center with major corporations and their unions. Recent, successful negotiations between the major automotive companies and their unions had a large component of retiree health benefits. New York City Police and Chicago Police all have retiree health benefits. All current Denver City Career Service employees have a retiree health plan.

Are there any possible legal problems? Are there any relevant state laws?

We see no legal problems to our simple Charter change. Opponents of our proposal claim this somehow weakens the City's position during the negotiations. We STRONGLY disagree with this assertion. Since our Charter change *just requires a discussion during the bargaining*. Therefore, we believe that neither party is harmed. Secondly, the ultimate outcome will be based on the economic and social conditions that will exist in future negotiations.

Regarding the working hours, there are no possible legal ramifications.

What are the pros and cons of your proposal?

The largest pro for making the retiree health Charter changes is we are supporting our law enforcement personnel in an ever-increasing and challenging work environment they now face as they discharge their duties. Unfortunately, a significant increased challenge has come in long-term health. Our Charter change helps to update the Charter as to the conditions now faced by officers.

The major pro with the work hours is as noted earlier: Data shows stable and consistent work hours result in happier, healthier, and more productive employees. Chief Pazen immediately installed the four 10-hour shifts when he was appointed Chief of Police as he sees the health benefit to his Officers.

Have you contemplated the unintended consequences of your proposal?

We would stress our Charter change is merely *adding items to discuss during the contract discussions*. Since it does NOT mandate an outcome, we strongly feel neither party is harmed.

Term/duration/Sunset clause?

No Sunset is required

What will be the future fiscal obligations of the City due to this proposed charter amendment? Please include a fiscal impact statement and proposed source?

Our proposal is designed to ensure discussion on issues that continue to be a concern of all parties. Future outcomes will be solely dependent on the negotiations that occur and the political and economic conditions that exist at the time of the discussion. We, therefore, believe there is no fiscal impact.

Regarding work hours, our proposal would neither increase nor decrease the number of hours spent working by individual officers and therefore, we see no cost increases associated with this.

Is outside consulting needed for City Council to analyze this proposal?

We do not believe any outside consulting would be needed by the City. As a follow up to our initial meeting in January, it was stressed the importance of gaining insight from the Denver Police Chief and Administration.