



Legislation Details (With Text)

**File #:** 22-0383      **Version:** 1  
**Type:** Bill      **Status:** Passed  
**File created:** 3/28/2022      **In control:** Finance & Governance Committee  
**On agenda:** 4/18/2022      **Final action:** 4/25/2022  
**Title:** A bill for an ordinance amending the annual salaries of certain appointed charter officers. Amends Section 18-91 of the Denver Revised Municipal Code to adjust annual salaries for appointed charter officers in accordance with limitations set forth in the Charter and applied retroactively to January 1, 2022. The Committee approved filing this item at its meeting on 4-5-22.

**Sponsors:**

**Indexes:** Zach Rothmier

**Code sections:**

**Attachments:** 1. BR22 0383 MO ACO Salary adjustments, 2. BR22 0383 MO Proposed 2022 Charter Officer Salary Adjustment\_Fact Sheet, 3. BR22 0383 MO appointee salary ordinance draft, 4. ACO Pay Proposal April 2022, 5. 22-0383 Filed Bill\_Appointee Salary Ordinance\_04082022\_DRD, 6. 22-0383 Filed Bill\_Appointee Salary Ordinance\_04082022\_DRD, 7. 22-0383 - signed, 8. 22-0383 For an ordinance amending the annual salaries of certain appointed charter, 9. 22-0383 For an ordinance amending the annual salaries of certain appointed charter

Date	Ver.	Action By	Action	Result
4/29/2022	1	Mayor	signed	
4/25/2022	1	Council President	signed	
4/25/2022	1	City Council	placed upon final consideration and do pass	Pass
4/18/2022	1	City Council	ordered published	Pass
4/5/2022	1	Finance & Governance Committee	approved for filing	Pass

**Other/Miscellaneous Request Template (Appointments; ROW; Code Changes; Zoning Action, etc.)**

**Date Submitted: 3/28/22**

**Requesting Agency: Mayor's Office**  
**Division:**

**Subject Matter Expert Name: Skye Stuart**

**Email Address:** [skye.stuart@denvergov.org](mailto:skye.stuart@denvergov.org) <<mailto:skye.stuart@denvergov.org>>

**Phone Number:**

**Item Title & Description:**

*(Do not delete the following instructions)*

*These appear on the Council meeting agenda. Initially, the requesting agency will enter a 2-3 sentence description. Upon bill filling, the City Attorney's Office should enter the title above the description (the title should be in **bold** font).*

*Both the title and description must be entered between the red "title" and "body" below. Do **not** at any*

*time delete the red "title" or "body" markers from this template.*

## **A bill for an ordinance amending the annual salaries of certain appointed charter officers.**

Amends Section 18-91 of the Denver Revised Municipal Code to adjust annual salaries for appointed charter officers in accordance with limitations set forth in the Charter and applied retroactively to January 1, 2022. The Committee approved filing this item at its meeting on 4-5-22.

### **Affected Council District(s) or citywide? Citywide**

#### **Executive Summary with Rationale and Impact:**

*Detailed description of the item and why we are doing it. This can be a separate attachment.*

By Charter, certain appointed officers named in the Charter must have their salaries set by ordinance within a pay range approved by the Career Service Board. Those 11 Appointed Charter Officers are: Manager of Community Planning & Development, Manager of Aviation, City Attorney, Manager of Safety, Manager of Transportation and Infrastructure, Manager of Human Services, Manager of Parks and Recreation, Manager of General Services, Manager of Finance, Manager of Public Health and Environment and Director of Excise and License. While all other categories of employees have been eligible for pay increases, these Charter positions have not received a salary adjustment of any kind for 6 years, with the exception of Director of Excise and License, which was adjusted in 2017 to reflect additional scope of duties around marijuana policy. These positions are not eligible to receive annual merit increases.

Based on a pay study conducted by the Office of Human Resources, this proposal adjusts the salaries for these positions by moving them to market median. The proposed increase represents a cumulative total of \$309,838, which departments would absorb into their 2022 budgets. Increases would be retroactive to January 1 for simplified accounting purposes.

Adjustments to pay allow the City to remain competitive in recruitment and retention. These proposed adjustments will also allow the next administration to be better positioned to immediately recruit high level talent to fill these key appointed positions. They will also help to avoid increasing compression with subordinates and continued misalignment with salaries of staff under the Executive Director

#### **Address/Location (if applicable):**

#### **Legal Description (if applicable):**

#### **Denver Revised Municipal Code (D.R.M.C.) Citation (if applicable): Section 18-91**

#### **Draft Bill Attached?**