



Legislation Text

File #: 17-1021, Version: 1

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

Date Submitted: 09-12-17

Requesting Agency: Department of Safety
Division:

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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 resolution approving a proposed Collective Bargaining Agreement between the City and County of Denver and the Denver Police Protective Association for the years 2018 through 2020.

Approves the Collective Bargaining Agreement with the Denver Police Protective Association for three years for pay and benefits including salary increases of 3.5% in 2018, 3.25% in 2019, 3.25% in 2020, and changes to the health insurance provisions. The last regularly scheduled Council meeting within the 30-day review period is on 11-6-17. The Committee approved filing this resolution by consent on 9-20-17.

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.

- This is a request for an ordinance to approve the Collective Bargaining Agreement with the Denver Police Protective Association for pay and benefits for the years 2018, 2019, and 2020. The parties agreed to across-the-board salary increases of 3.5% in 2018, 3.25% in 2019, and 3.25% in 2020. The parties have also agreed to increasing the current starting salary for recruits from \$51,779 to \$55,000 in 2018.
- The parties also agreed to changes to the health insurance provisions of the CBA. Currently, the

City contributes 90% of the premiums for high deductible health plans (HDHPs) and 70% of the premiums for deductible HMO plans (DHMOs), as the latter is type of plan has significantly higher premiums. Additionally, if an officer is enrolled in a HDHP and has opened a health savings account (HSA), the City contributes \$600 per year to the officer's HSA if the officer is enrolled in a single-party plan and \$1,800 per year if the officer is enrolled in a multi-party plan. Starting next year, the City has agreed to contribute 90% of the premiums for HDHPs and 77.5% of the premiums for DHMOs. The City will also annually make HSA contributions of \$600 for single coverage and \$1,200 for multi-party plans.

- Other changes include increasing hazard pay for motorcycle officers, incrementally increasing the Retiree Health Fund contribution to \$1.2 million by 2020 from current level of \$805,000 and making minor modifications to the Holiday Pay and Change of Shift and Cancellation of Days Off article.

Address/Location (if applicable):

Legal Description (if applicable):

Denver Revised Municipal Code (D.R.M.C.) Citation (if applicable):

Draft Bill Attached?