

REFERRED QUESTION 2A

A referred amendment to the Charter of the City and County of Denver to permit the Auditor to appoint a deputy to perform such duties as may be assigned by the Auditor.

BACKGROUND

This amendment is referred by the City Council at the request of the Auditor's office.

Currently the City Charter, dating from 1906, does not address the authority of the Auditor to appoint a deputy to perform duties in the Auditor's stead. This amendment would allow, but not require, the Auditor to appoint a deputy to perform duties assigned by the Auditor. Other City officials such as the Mayor, Clerk and Recorder, and Manager of Public Safety are required or allowed to appoint duties to a deputy. The amendment would extend such authority to the Auditor.

For over 30 years, auditors have designated deputies to sign contracts and perform other functions in their absence. It recently came to light that there is no language in the charter specifically allowing the auditor to do so.

There is no known organized advocacy for or against this amendment.

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The League of Women Voters of Denver Education Fund is a non-partisan citizen education and research organization. It works to encourage active and informed participation of citizens in government and to increase understanding of major public policy issues.



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Denver Ballot Issues Pros and Cons

**Election Day
November 1, 2011**

INITIATIVE 300

PAID SICK AND SAFE TIME

An initiated ordinance that will provide that all employees (full-time, part-time and temporary) when they become employed within the geographic boundaries of Denver earn one hour of paid sick and safe time for every thirty hours worked, limited to seventy-two hours a year in the case of businesses with 10 or more total employees and forty hours in the case of businesses with fewer than ten total employees, to be used for themselves or to care for a family member (related by blood, marriage, legal adoption or affinity) in case of illness, need for preventative care or domestic violence needs, except that employees of new businesses with fewer than ten employees will not accrue paid sick and safe time until the business has been in operation for one year, and under said ordinance retaliation for use of paid sick and safe time will be prohibited and employers will be required to give notice to employees of their rights and keep records related to payment of paid sick time.

MAJOR PROVISIONS:

1. Requires that all workers employed in Denver be provided, by their employers, a minimum level of paid sick and safe time to address their own health needs and those of their families.
2. Requires full time employees to receive up to seventy-two hours of paid sick and safety leave annually. Businesses with fewer than ten employees would receive up to forty hours of paid sick and safety leave. Part time employees' hours would be prorated.
3. Permits employees to use paid sick and safety leave days to care for family members in case of illness, preventative care or domestic violence needs.
4. Permits employees to carry forward a total of seventy- two hours of paid and sick and safety leave time from one calendar year to the next. Employers would not be required to compensate employees for unused sick and safety time upon the employee's separation from employment.
5. Assigns the Agency for Human Rights and Community Relations Jurisdiction over the enforcement of this Article

THOSE IN FAVOR SAY:

1. Paid sick days would make Denver a healthier place to live. 72% of Denver food service workers do not have paid sick days. Workers are forced to choose between going to work sick rather than lose wages, putting everyone's health at risk.
2. Forty -one percent of Denver workers do not have paid sick days. Paid sick days will allow workers to stay home when they're sick, reducing the spread of illness, without risking their financial security.
3. Paid sick days would allow Denver workers to care for their sick children. Children recover from illness faster when a parent is able to care for them.
4. Paid sick days are good for business, because healthy employees are more efficient and productive. By improving productivity and reducing turnover, paid sick days save businesses nearly \$600 a year for each covered full-time worker.
5. Paid sick days strengthen the economy by helping workers keep their jobs. Economists say job retention policies like paid sick days help reduce unemployment and strengthen the economy.
Website: www.campaignforahealthydenver.com

THOSE OPPOSED SAY:

1. Denver's fragile economy is struggling, and our focus should be on putting people back to work. This is the worst possible time to impose additional financial burdens on small businesses.
2. Mandatory paid time off for sick leave increases labor, administrative and legal costs, and the additional requirements place small businesses at a competitive disadvantage.
3. Provisions in Denver's mandated paid sick leave ordinance make it easy to abuse leading to scheduling problems and absenteeism which are hardships on co-workers and employers alike.
4. Additional costs may cost jobs, deter new hiring, and would certainly stifle economic recovery. Small businesses in Denver are unfairly being targeted.
5. The proposal ignores critical differences in the many types of workplaces in Denver. Government mandated, one-size-fits-all policies don't make sense.
Website: www.keepdenvercompetitive.com