



January 6, 2021

Nick Rogers
President
The Denver Police Protective Association
2105 Decatur Street
Denver, CO 80211

Dear Mr. Rogers:

I write in response to the PPA's grievance of December 17, 2020. In that grievance, you complained of a practice wherein officers hired prior to 1996 have been forced to take vacation time immediately upon graduation from the Academy, and then that vacation time is being deducted upon officers' retirement at their current rate of pay. You asked that the affected officers be accounted for as whole at the time of their retirement, or, alternatively, vacation pay deducted at the officer's rate of pay when the vacation was taken, rather than their rate of pay at retirement.

We have instructed Human Resources to cease making the complained of payroll deductions from retiring officers' final paychecks. Further, we will reimburse any affected officers retiring on December 17, 2017, or later, for the vacation time recouped from them. Officers who are owed vacation time will have those hours added to Telestaff. I trust that this addresses your concerns. Thank you for bringing this matter to my attention.

Sincerely:

A handwritten signature in black ink, appearing to read "Barb Archer" with a date "1/6/21" written at the end.

Barb Archer
Deputy Chief of Police

Police Department/Department of Public Safety
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