



Minimum Wage Proposal City Employees

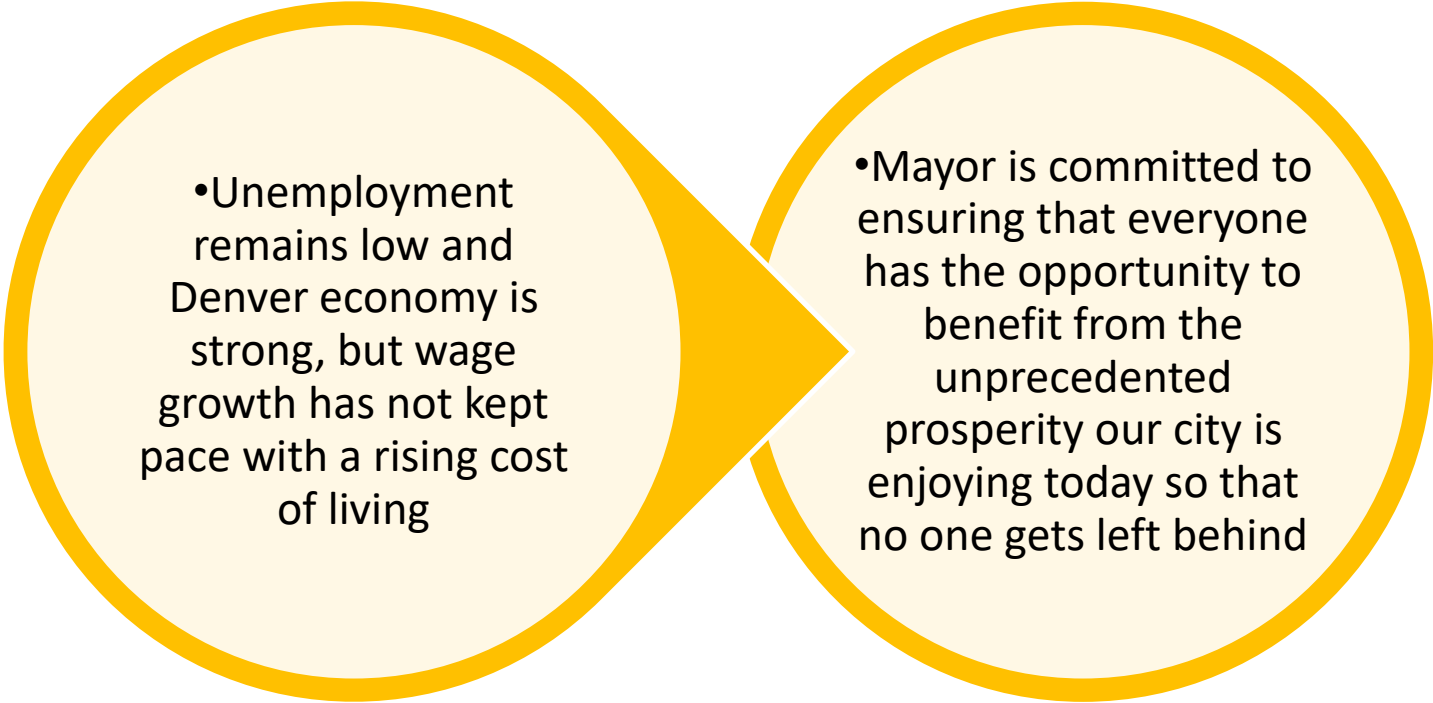
March 2019

Overview

- City and County of Denver is implementing a phased-in minimum wage increase for city employees, starting with an increase to \$13/hr on July 1st, 2019

- Background
- Proposed Rollout
- Pay Grade Adjustments
- Employee Impact
- Financial Impact

Background

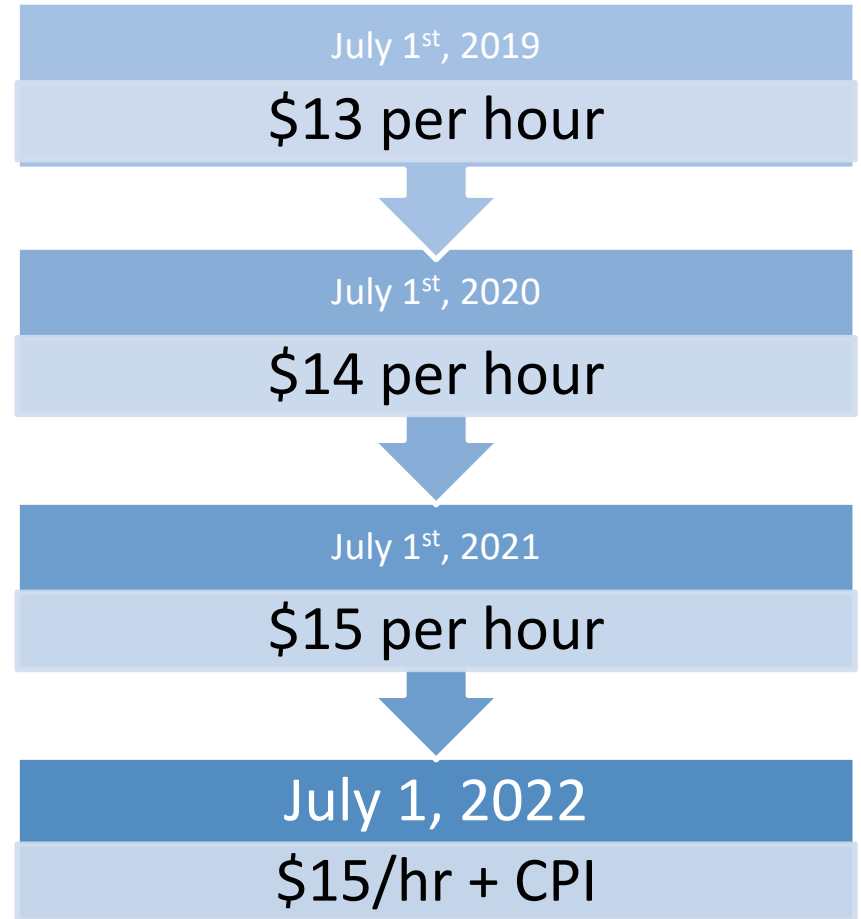


- Unemployment remains low and Denver economy is strong, but wage growth has not kept pace with a rising cost of living

- Mayor is committed to ensuring that everyone has the opportunity to benefit from the unprecedented prosperity our city is enjoying today so that no one gets left behind

Proposed Rollout

- Current minimum wage = \$11.10/hr (State)
- Current federal minimum wage = \$7.25/hr



7/1/19 Proposed Changes Summary

7/1/19 wage increase will impact estimated 1,868 employees (13.5% of CCD employees)

Of 1,868 impacted employees, 60% are currently earning <\$13/hr, and 48% are earning minimum wage (\$11.10)

83% of employees impacted 7/1/19 are in Parks and Recreation

Affected Positions by Job Title

1/19 Grade	Job Profile Name	Total
Z-114	Lifeguard	407
	Recreation Assistant	318
	Park Seasonal Laborer	165
	Usher	65
	Golf Starter and Ranger	39
	Golf Cart Attendant	37
C-607	Recreation Instructor	525
	Pool Coordinator	20
C-605	Administrative Support Assistant I	118
C-608	Recreation Services Representative	70
Z-115	Golf Sales Associate	65
	Library Aide	13
J-606	Custodian	77
B-403	Public Safety Cadet	55
A-403	Mayor's Youth Worker	16
	<i>Other</i>	7

Affected Employees by Agency

Agency	Total
DPR Parks and Recreation Agency	1,528
DPL Denver Public Library Agency	163
DOS Department of Safety Agency	67
AVD Arts & Venues Denver Agency	66
GS General Services Agency	22
<i>Other</i>	22

Employee Impact

- Employees will be impacted if they are in an affected classification (pay range minimum was <\$13/hr on 7/1/19)
- If an employee is in an affected range, he or she will maintain position in the new/adjusted range



Example: Lifeguard Jane Doe

	Current	Future
Compensation Grade	Z-114	Z-116
Range Minimum	\$11.10	\$13.00
Jane's Hourly Rate	\$11.10	\$13.00
Place in Range	Minimum	Minimum



Example: Custodian John Doe

	Current	Future
Compensation Grade	J-606	J-606 (no change)
Range Minimum	\$12.87	\$13.00
John's Hourly Rate	\$16.02	\$16.18
Place in Range	0.53	0.53

Implementation

- Implementation costs for the city employee portion of this proposal is estimated to be \$5.7m.
- Once wages reach \$15/hr in 2021, future rates will be pegged to Denver-Aurora-Lakewood Consumer Price Index (CPI)
- Employees will be impacted only if their current rate falls below new adjusted minimum; additional decompression adjustments will not occur.

Proposed Schedule

- February 19: Informational Briefing
- February 22: Public Posting of Classification Changes
- March 7: Career Service Board Hearing
- March 19: Finance Committee
- March 26: Mayor-Council
- April 1 – First Reading
- April 8– Final Reading
- Effective date: July 1st, 2019