

**BY AUTHORITY**

ORDINANCE NO. \_\_\_\_\_  
SERIES OF 2019

COUNCIL BILL NO. CB19-0253  
COMMITTEE OF REFERENCE:  
Finance & Governance

**A BILL**

**For an ordinance amending the classification and pay plan for employees in the Career Service to increase minimum wage.**

**WHEREAS**, Denver’s economy is strong, and unemployment remains low, but wage growth has not kept pace with a rising cost of living; and

**WHEREAS**, the Mayor is committed to ensuring that everyone has the opportunity to benefit from the unprecedented prosperity Denver enjoys today so that no one gets left behind; and

**WHEREAS**, in the spirit of that commitment, the Mayor’s Office intends to increase the minimum wage of Career Service Employees to \$15 per hour by the year 2021 through a phased approach starting in July of 2019 and through subsequent ordinances in 2020 and 2021;

**NOW, THEREFORE, BE IT ENACTED BY THE COUNCIL OF THE CITY AND COUNTY OF DENVER:**

**Section 1.** That effective July 1, 2019, the classification and pay plan is hereby amended by making the following pay grade changes:

<u>Item No.</u>	<u>Job Code</u>	<u>Class Title</u>	<u>Current Grade</u>	<u>Current Range</u>	<u>Proposed Grade</u>	<u>Proposed Range</u>
1	AC1520	Administrative Support Assistant I	C-605	(\$12.90-15.87-18.83)	C-605	(\$13.00-15.99-18.98)
2	BC1518	Administrative Support Assistant I	C-605	(\$12.90-15.87-18.83)	C-605	(\$13.00-15.99-18.98)
3	CC1480	Administrative Support Assistant I	C-605	(\$12.90-15.87-18.83)	C-605	(\$13.00-15.99-18.98)
4	LC1482	Administrative Support Assistant I	C-605	(\$12.90-15.87-18.83)	C-605	(\$13.00-15.99-18.98)

<u>Item No.</u>	<u>Job Code</u>	<u>Class Title</u>	<u>Current Grade</u>	<u>Current Range</u>	<u>Proposed Grade</u>	<u>Proposed Range</u>
5	MC2429	Administrative Support Assistant I	C-605	(\$12.90-15.87-18.83)	C-605	(\$13.00-15.99-18.98)
6	VC1521	Administrative Support Assistant I	C-605	(\$12.90-15.87-18.83)	C-605	(\$13.00-15.99-18.98)
7	YC1478	Administrative Support Assistant I	C-605	(\$12.90-15.87-18.83)	C-605	(\$13.00-15.99-18.98)
8	CJ1877	Custodian	J-606	(\$12.87-15.83-18.79)	J-606	(\$13.00-15.99-18.98)
9	LJ1878	Custodian	J-606	(\$12.87-15.83-18.79)	J-606	(\$13.00-15.99-18.98)
10	CJ2525	Food Service Worker	J-603	(\$11.26-13.85-16.44)	J-606	(\$13.00-15.99-18.98)
11	CC2529	Golf and Pro Shop Assistant	C-605	(\$12.90-15.87-18.83)	C-608	(\$14.74-18.13-21.52)
12	CG2943	Golf Cart Attendant	Z-114	(\$11.10-13.15-15.20)	Z-116	(\$13.00-15.41-17.81)
13	RG2944	Golf Sales Associate	Z-116	(\$12.41-14.71-17.00)	Z-118	(\$14.27-16.91-19.55)
14	CG2378	Golf Starter and Ranger	Z-114	(\$11.10-13.15-15.20)	Z-116	(\$13.00-15.41-17.81)
15	CJ2546	Laundry Worker	J-603	(\$11.26-13.85-16.44)	J-606	(\$13.00-15.99-18.98)
16	RG3067	Lead Usher	Z-117	(\$13.31-15.77-18.23)	Z-120	(\$16.41-19.45-22.48)
17	LG2888	Library Aide	Z-115	(\$11.57-13.71-15.85)	Z-116	(\$13.00-15.41-17.81)
18	RG2401	Lifeguard	Z-114	(\$11.10-13.15-15.20)	Z-116	(\$13.00-15.41-17.81)
19	CG2113	Park Seasonal Laborer	Z-114	(\$11.10-13.15-15.20)	Z-116	(\$13.00-15.41-17.81)
20	TJ2465	Parks Intern I	J-405	(\$11.84)	J-405	(\$13.00)
21	TB0017	Public Safety Cadet	B-403	(\$11.54)	B-403	(\$13.00)
22	RG2909	Recreation Assistant	Z-114	(\$11.10-13.15-15.20)	Z-116	(\$13.00-15.41-17.81)
23	RG3066	Senior Usher	Z-115	(\$11.57-13.71-15.85)	Z-118	(\$14.27-16.91-19.55)
24	RG2347	Usher	Z-114	(\$11.10-13.15-15.20)	Z-116	(\$13.00-15.41-17.81)

<u>Item No.</u>	<u>Job Code</u>	<u>Class Title</u>	<u>Current Grade</u>	<u>Current Range</u>	<u>Proposed Grade</u>	<u>Proposed Range</u>
25	CJ2622	Washing Machine Operator	J-605	(\$12.31-15.14-17.97)	J-606	(\$13.00-15.99-18.98)
26	CA3142	Youth Operative Associate	A-601	(\$11.29-13.89-16.48)	A-604	(\$13.00-15.99-18.98)
27	TA1585	Youth Worker Mayors	A-403	(\$11.10)	A-403	(\$13.00)

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2 **Section 2.** That effective July 1, 2019, the classification and pay plan is hereby amended by  
3 making the following pay range adjustments:

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5 Current Pay Ranges:

<b>Item No.</b>	<b>Compensation Grade</b>	<b>Pay Range Minimum</b>	<b>Q2 Minimum</b>	<b>Q3 Minimum/Range Midpoint</b>	<b>Q4 Minimum</b>	<b>Pay Range Maximum</b>
1	A-403	\$11.10	\$11.10	\$11.10	\$11.10	\$11.10
2	B-403	\$11.29	\$12.59	\$13.89	\$15.18	\$16.48
3	C-402	\$11.54	\$11.54	\$11.54	\$11.54	\$11.54
4	C-605	\$12.90	\$14.38	\$15.87	\$17.35	\$18.83
5	J-405	\$11.84	\$11.84	\$11.84	\$11.84	\$11.84
6	J-606	\$12.87	\$14.35	\$15.83	\$17.31	\$18.79
7	Z-114	\$11.10	\$12.13	\$13.15	\$14.18	\$15.20
8	Z-115	\$11.57	\$12.64	\$13.71	\$14.78	\$15.85
9	Z-116	\$12.41	\$13.56	\$14.71	\$15.85	\$17.00

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7 Proposed Pay Ranges:

<b>Item No.</b>	<b>Compensation Grade</b>	<b>Pay Range Minimum</b>	<b>Q2 Minimum</b>	<b>Q3 Minimum/Range Midpoint</b>	<b>Q4 Minimum</b>	<b>Pay Range Maximum</b>
1	A-403	\$13.00	\$13.00	\$13.00	\$13.00	\$13.00
2	A-604	\$13.00	\$14.49	\$15.99	\$17.48	\$18.98
3	B-403	\$13.00	\$13.00	\$13.00	\$13.00	\$13.00
4	C-605	\$13.00	\$14.49	\$15.99	\$17.48	\$18.98
5	J-405	\$13.00	\$13.00	\$13.00	\$13.00	\$13.00
6	J-606	\$13.00	\$14.49	\$15.99	\$17.48	\$18.98
7	Z-116	\$13.00	\$14.20	\$15.40	\$16.61	\$17.81

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9 **Section 3.** That effective July 1, 2019, the following pay ranges will be abolished.

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<b>Item No.</b>	<b>Compensation Grade</b>	<b>Pay Range Minimum</b>	<b>Pay Range Maximum</b>
1	A-601	\$11.29	\$16.48
2	A-602	\$11.80	\$17.23
3	A-603	\$12.34	\$18.02
4	A-604	\$12.90	\$18.83
5	C-602	\$11.29	\$16.48
6	C-603	\$11.80	\$17.23
7	C-604	\$12.34	\$18.02
8	E-604	\$11.45	\$16.72
9	E-605	\$11.97	\$17.48
10	E-606	\$12.51	\$18.26
11	I-602	\$11.50	\$16.79
12	I-603	\$12.02	\$17.55
13	I-604	\$12.57	\$18.35
14	J-603	\$11.26	\$16.44
15	J-604	\$11.77	\$17.18
16	J-605	\$12.31	\$17.97
17	L-602	\$11.51	\$16.80
18	L-603	\$12.03	\$17.56
19	L-604	\$12.58	\$18.37
20	N-603	\$11.33	\$16.54
21	N-604	\$11.85	\$17.30
22	N-605	\$12.39	\$18.09
23	N-606	\$12.95	\$18.91
24	O-600	\$11.14	\$16.26
25	O-601	\$11.65	\$17.01
26	O-602	\$12.18	\$17.78
27	O-603	\$12.73	\$18.59
28	V-602	\$11.32	\$16.53
29	V-603	\$11.84	\$17.29
30	V-604	\$12.38	\$18.07
31	V-605	\$12.94	\$18.89
32	Z-114	\$11.10	\$15.20
33	Z-115	\$11.57	\$15.85

[Signature page follows].

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1 COMMITTEE APPROVAL DATE: March 19, 2019

2 MAYOR-COUNCIL DATE: March 26, 2019

3 PASSED BY THE COUNCIL \_\_\_\_\_.

4 \_\_\_\_\_ - PRESIDENT

5 APPROVED: \_\_\_\_\_ - MAYOR \_\_\_\_\_

6 ATTEST: \_\_\_\_\_ - CLERK AND RECORDER,  
7 EX-OFFICIO CLERK OF THE  
8 CITY AND COUNTY OF DENVER  
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10 NOTICE PUBLISHED IN THE DAILY JOURNAL \_\_\_\_\_

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12 PREPARED BY: Rachel Bardin, Budget and Management Office DATE: March 28, 2019

13 Pursuant to section 13-12, D.R.M.C., this proposed ordinance has been reviewed by the office of  
14 the City Attorney. We find no irregularity as to form, and have no legal objection to the proposed  
15 ordinance. The proposed ordinance **is not** submitted to the City Council for approval pursuant to §  
16 3.2.6 of the Charter.

17 Kristin M. Bronson, City Attorney for the City and County of Denver

18 BY:  \_\_\_\_\_, Assistant City Attorney DATE: Mar 27, 2019