



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

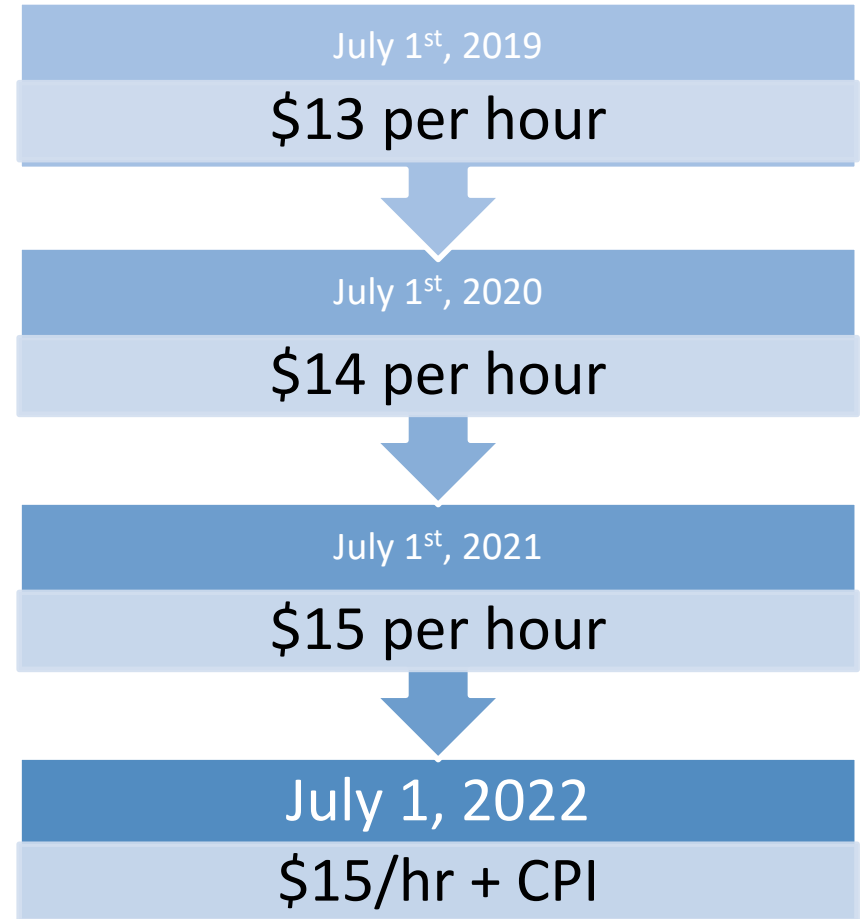
•Unemployment remains low and Denver economy is strong, but wage growth has not kept pace with a rising cost of living

•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
C-607	Golf Cart Attendant	37
	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