



Citywide Minimum Wage Proposal for Denver

November 12, 2019

Finance and Governance Committee



Bill Sponsors

Lead Sponsors:

- Mayor Michael B. Hancock
- Councilwoman Robin Kniech

Co-Sponsors:

- Councilman Kevin Flynn
- Councilwoman Stacie Gilmore
- Councilwoman Jamie Torres
- Councilman Chris Hinds
- Councilwoman Deborah Ortega



Proposed Citywide Minimum Wage Rates

Year	Revised Proposal
Jan. 1, 2020	\$12.85
Jan. 1, 2021	\$14.77
Jan. 1, 2022	\$15.87
2023 and beyond...	CPI adjusted



Changes: Differential Wage for Minors in Certified Employment Training

- Allowed to pay 15% below citywide wage
- DEDO to develop certification program
 1. Curriculum identifying the skills and competencies minor will develop
 2. Training/development above and beyond job site

Year	Revised Proposal	Maximum 15% Reduction
2020	\$12.85	\$10.93
2021	\$14.77	\$12.56
2022	\$15.87	\$13.49
2023 and beyond...	CPI adjusted	CPI adjusted



Changes: Penalties - Flexibility, New

First Offense

- Option of waiving penalty if in good faith (unchanged)
- Up to \$50/day (new discretion)

Second and Third Offenses

- \$1,000-\$2,500
- \$10 - \$75 per day per worker

Fourth and Subsequent Offenses

- \$2,500-\$5,000
- \$50-\$100 per day per worker

Payroll Records – Failure to Provide

- Up to \$1,000

Retaliation

- \$5,000 (most important deterrent)



No Changes: Other Penalties

In addition to penalties, employees must be made whole for all underpayment of wages

Fixed enforcement penalties:

- False reporting = \$1,000 per violation
- Failure to make workers whole for underpayment of wages = \$5,000 per violation



Other Changes

Data Reporting

- Auditor shall track complaints & investigations
- Report to City Council by March 31 of each year (starting '21):
 - enforcement metrics
 - assessing the efficacy
 - make recommendations

Employer Responsibility

- Those who are contracting for their own household services will not be held liable for contractor failure to pay minimum wage

Unclaimed Minimum Wage Special Trust Fund

- Extending period that wages owed to workers can be held until they can be located from 2 to 3 years



Additional Reports: Under State Statute

Colorado Department of Labor Required Annual Report

“By July 1, 2021, the Executive Director Of The Department Of Labor And Employment shall issue a written report regarding local minimum wage laws in the state. The report must include the location, nature, and scope of enacted local minimum wage laws. **To the extent feasible**, the executive director shall also include in the report **economic data, including jobs, earnings, and sales tax revenue, in the jurisdiction of any local government that has enacted** a local minimum wage law pursuant to this section, **as well as data for neighboring jurisdictions, relevant regions, and the state**. The report may include recommendations for possible improvements to this section.”

[HB19-1210 \(link\)](#)

