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

Amends the Classification and Pay Plan to increase the minimum wage for all eligible city employees to \$13 per hour, effective 7-1-19. The Committee approved filing this item at its meeting on 3-19-19.

**Affected Council District(s) or citywide?**

**Executive Summary with Rationale and Impact:**

*Detailed description of the item and why we are doing it. This can be a separate attachment.*

In the fall of 2018, the Mayor's Office requested a change to the city's minimum wage floor for all city employees. The Office of Human Resources (OHR) supports the Mayor's Office in the application of changes to the classification and pay plan. The minimum wage is proposed to increase as follows: \$13.00 per hour on July 1, 2019, \$14.00 per hour on July 1, 2020, and \$15.00 per hour on July 1, 2021.

The OHR analyzed all existing pay ranges to identify classifications whose pay range minimum is below the proposed wage floor rate. Classifications with current pay range minimums below the July 1, 2019 threshold rate of \$13.00 per hour were increased to the new threshold rate, and then the pay range maximums were recalculated appropriately for affected ranges only.

**EMPLOYEE PAY ADJUSTMENTS**

For the employee impact and cost analysis, all employees in affected pay ranges were provided pay increases. If any employee's current pay rate fell below any adjusted pay range minimum, their pay rate was increased to the new range minimum. For other employees whose pay rate was in the pay range, they will maintain their current placement in the pay range. For any employee whose pay rate was above range maximum, there was no change to the employee's pay rate.

**REVISED PAY RANGES**

<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>
A-403	\$13.00	\$13.00	\$13.00	\$13.00	\$13.00
A-604	\$13.00	\$14.49	\$15.99	\$17.48	\$18.98
B-403	\$13.00	\$13.00	\$13.00	\$13.00	\$13.00
C-605	\$13.00	\$14.49	\$15.99	\$17.48	\$18.98
J-405	\$13.00	\$13.00	\$13.00	\$13.00	\$13.00
J-606	\$13.00	\$14.49	\$15.99	\$17.48	\$18.98
Z-116	\$13.00	\$14.20	\$15.40	\$16.61	\$17.81

**PAY RATE, PAY GRADE, OR PAY RANGE CHANGE**

<b>Job Code</b>	<b>Class Title</b>	<b>Current Grade</b>	<b>Current Range</b>	<b>Proposed Grade</b>	<b>Proposed Range</b>
AC1520	Administrative Support Assistant I	C-605	(\$12.90-15.87-18.83)	C-605	(\$13.00-15.99-18.98)
BC1518	Administrative Support Assistant I	C-605	(\$12.90-15.87-18.83)	C-605	(\$13.00-15.99-18.98)
CC1480	Administrative Support Assistant I	C-605	(\$12.90-15.87-18.83)	C-605	(\$13.00-15.99-18.98)
LC1482	Administrative Support Assistant I	C-605	(\$12.90-15.87-18.83)	C-605	(\$13.00-15.99-18.98)
MC2429	Administrative Support Assistant I	C-605	(\$12.90-15.87-18.83)	C-605	(\$13.00-15.99-18.98)
VC1521	Administrative Support Assistant I	C-605	(\$12.90-15.87-18.83)	C-605	(\$13.00-15.99-18.98)
YC1478	Administrative Support Assistant I	C-605	(\$12.90-15.87-18.83)	C-605	(\$13.00-15.99-18.98)
CJ1877	Custodian	J-606	(\$12.87-15.83-18.79)	J-606	(\$13.00-15.99-18.98)
LJ1878	Custodian	J-606	(\$12.87-15.83-18.79)	J-606	(\$13.00-15.99-18.98)
CJ2525	Food Service Worker	J-603	(\$11.26-13.85-16.44)	J-606	(\$13.00-15.99-18.98)
CC2529	Golf and Pro Shop Assistant	C-605	(\$12.90-15.87-18.83)	C-608	(\$14.74-18.13-21.52)
CG2943	Golf Cart Attendant	Z-114	(\$11.10-13.15-15.20)	Z-116	(\$13.00-15.41-17.81)
RG2944	Golf Sales Associate	Z-116	(\$12.41-14.71-17.00)	Z-118	(\$14.27-16.91-19.55)
CG2378	Golf Starter and Ranger	Z-114	(\$11.10-13.15-15.20)	Z-116	(\$13.00-15.41-17.81)
CJ2546	Laundry Worker	J-603	(\$11.26-13.85-16.44)	J-606	(\$13.00-15.99-18.98)
RG3067	Lead Usher	Z-117	(\$13.31-15.77-18.23)	Z-120	(\$16.41-19.45-22.48)
LG2888	Library Aide	Z-115	(\$11.57-13.71-15.85)	Z-116	(\$13.00-15.41-17.81)
RG2401	Lifeguard	Z-114	(\$11.10-13.15-15.20)	Z-116	(\$13.00-15.41-17.81)
CG2113	Park Seasonal Laborer	Z-114	(\$11.10-13.15-15.20)	Z-116	(\$13.00-15.41-17.81)
TJ2465	Parks Intern I	J-405	(\$11.84)	J-405	(\$13.00)
TB0017	Public Safety Cadet	B-403	(\$11.54)	B-403	(\$13.00)

RG2909	Recreation Assistant	Z-114	(\$11.10-13.15-15.20)	Z-116	(\$13.00-15.41-17.81)
RG3066	Senior Usher	Z-115	(\$11.57-13.71-15.85)	Z-118	(\$14.27-16.91-19.55)
RG2347	Usher	Z-114	(\$11.10-13.15-15.20)	Z-116	(\$13.00-15.41-17.81)
CJ2622	Washing Machine Operator	J-605	(\$12.31-15.14-17.97)	J-606	(\$13.00-15.99-18.98)
CA3142	Youth Operative Associate	A-601	(\$11.29-13.89-16.48)	A-604	(\$13.00-15.99-18.98)
TA1585	Youth Worker Mayors	A-403	(\$11.10)	A-403	(\$13.00)

**ABOLISHED PAY GRADES AND ASSOCIATED RANGES**

Compensation Grade	Pay Range Minimum	Pay Range Maximum
A-601	\$11.29	\$16.48
A-602	\$11.80	\$17.23
A-603	\$12.34	\$18.02
A-604	\$12.90	\$18.83
C-602	\$11.29	\$16.48
C-603	\$11.80	\$17.23
C-604	\$12.34	\$18.02
E-604	\$11.45	\$16.72
E-605	\$11.97	\$17.48
E-606	\$12.51	\$18.26
I-602	\$11.50	\$16.79
I-603	\$12.02	\$17.55
I-604	\$12.57	\$18.35
J-603	\$11.26	\$16.44
J-604	\$11.77	\$17.18
J-605	\$12.31	\$17.97
L-602	\$11.51	\$16.80
L-603	\$12.03	\$17.56
L-604	\$12.58	\$18.37
N-603	\$11.33	\$16.54
N-604	\$11.85	\$17.30
N-605	\$12.39	\$18.09
N-606	\$12.95	\$18.91
O-600	\$11.14	\$16.26
O-601	\$11.65	\$17.01
O-602	\$12.18	\$17.78
O-603	\$12.73	\$18.59

V-602	\$11.32	\$16.53
V-603	\$11.84	\$17.29
V-604	\$12.38	\$18.07
V-605	\$12.94	\$18.89
Z-114	\$11.10	\$15.20
Z-115	\$11.57	\$15.85

**ANTICIPATED EMPLOYEE IMPACT AND COST**

<b>Anticipated 2019 Annual Costs</b>	\$2,191,786
<b>Anticipated 2019 Costs (July 1 - December 31, 2019)</b>	\$1,095,893
<b>Anticipated Affected Employees</b>	1,868

**Address/Location (if applicable):**

**Legal Description (if applicable):**

**Denver Revised Municipal Code (D.R.M.C.) Citation (if applicable):**

**Draft Bill Attached?**