City Employee & Contractor Minimum Wage Fact Sheet

**Wage Proposal**
Establish a $15 per hour minimum wage in three steps over the next two years for city employees and city contractors and subcontractors.

- Minimum wage rate schedule:
  - Beginning July 1, 2019: $13 per hour
  - Beginning July 1, 2020: $14 per hour
  - Beginning July 1, 2021: $15 per hour
- Index minimum wage to Denver/Aurora/Lakewood CPI beginning July 1, 2022.

**City Employee Proposal**
- Approximately 1,900 city employees make at or below $15 per hour.
- Including decompression, the 7/1/19 wage increase will impact estimated 1,868 employees (13.5% of CCD employees).
- Of the 1,868 impacted employees, 60 percent are currently earning <$13 per hour, and 48 percent are earning the statewide minimum age ($11.10).
- 83 percent of employees impacted 7/1/19 are in Parks and Recreation.

The minimum wage increase for city employees must first be approved by the city’s Career Service Board prior to action by City Council.

**City Employee Proposal Timeline**
- February 19: Informational Briefing at City Council’s Finance & Governance Committee
- February 22: Public Posting of Classification Changes
- March 7: Career Service Board Hearing
- March 19: Finance & Governance Committee
- March 26: Mayor-Council
- April 1 – First Reading by full City Council
- April 8 – Final Reading by full City Council
- Effective date: July 1

**Contracts and Subcontractors Proposal**
Applicable contracts and contract workers under the proposal:
- Contracts and subcontracts of the city.
- **Covered contracts**: Contracts that provide services to the city or on city property.
- **Covered employees**: Employees who provide concession services; catering services; maintenance services; ramp and cargo services; hospitality services; miscellaneous services; or security services.
Exemptions
If a contractor has any of the following conditions apply, then the minimum wage requirement would not be applicable:

- Contracts under $50,000
- Contracts with a term of 30 consecutive days or less of covered services provided on city property
- Permits and business licenses
- Volunteers
- City certified employment programs
- Small businesses and organizations of 25 or fewer employees holding contracts with the city under $500,000
- Suppliers and goods providers (generally)
- State and federally mandated programs
- Intergovernmental agreements
- Loans made by the City
- Entities subject to a Wage Commitment Agreement
- Subcontractors under a covered contract for a limited duration

Applicability
- Ordinance applies upon effective date to:
  - All new covered contracts executed after that date
  - All covered contracts bid after that date
  - Any contracts containing a negotiated contractual requirement to pay workers the city minimum wage
- The city will also approach existing contractors to open negotiations on existing contracts to include the city minimum wage

Enforcement
- The City Employee and Contractor Minimum Wage will be enforced through a complaint-based system.
- Employees or third parties who believe wages have been paid below the required minimum wage can file a complaint with the Auditor’s Office.
- Complaint must be made within one year of the infraction.
- The Auditor’s Office can also review compliance with this ordinance as part of a city contract audit.

Contractors Proposal Timeline
- February 19 – Informational Briefing at Finance & Governance Committee
- February 26 – Mayor-Council meeting and Action Item at Finance & Governance Committee with Public Comment
- March 4 – 1st Reading by Denver City Council
- March 11 – 2nd and Final Reading by Denver City Council
- March 16 – Effective Date