



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 wage (\$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