

Wage Rates Timeline

This complex graphic shows the wage rates timeline in dollars per hour, split over five rows.

Row one shows the State Minimum Wage, which was \$12 per hour beginning January 1, 2020, and changed to \$12 per hour plus a Consumer Price Index adjustment beginning January 1, 2021. The Consumer Price Index establishes how much (or less) it costs to pay for food, energy, housing, etc., than the preceding period. For example, a 12-month Consumer Price Index of four point 0 means it costs 4% more than the previous year and would add 48 cents to the State Minimum Wage for 2021. This first row continues with the 2021 wage plus the Consumer Price Index beginning January 1, 2022, and the 2022 wage plus Consumer Price Index beginning January 1, 2023.

Row two shows the Denver Citywide Minimum wage. This wage was \$12.85 per hour beginning January 1, 2020; \$14.77 per hour beginning January 1, 2021; \$15.87 per hour beginning January 1, 2022; and will be \$15.87 per hour plus the Consumer Price Index in 2023.

Row three shows the Denver Contractor Minimum Wage. This wage was \$13 per hour in 2020 but changed to \$14 per hour beginning July 1, 2020. This wage increased to \$15 per hour beginning July 1, 2021; \$15 plus the Consumer Price Index beginning July 1, 2022, and the 2022 wage plus the Consumer Price Index beginning July 1, 2023.

Row four shows the Prevailing Wage which is determined by the Denver Office of Human Resources and is a series of wages based on job classification.

Row five shows the Living Wage, which is determined by statute. This is a minimum wage based on federal standards for parking lot attendants, security guards, childcare workers, and clerical support workers employed through a contract with the city. However, because Denver enforces the highest applicable wage, today many employees covered by the city's living wage are covered by the higher contractor minimum wage or the city-wide minimum wage.