



40 Broad Street
Boston, Massachusetts 02109

Dear CDASS Members and Authorized Representatives,

This is a minimum wage change notice to Members and Authorized Representatives with Public Partnerships (PPL) in the CDASS program.

City and County of Denver Minimum Wage

In 2019, the General Assembly authorized local governments in Colorado to implement citywide minimum wages beyond the state minimum wage. Denver City Council has implemented a tiered increase to minimum wage annually and this effects all Members that reside in the City and County of Denver. The tiered minimum wage increase schedule for the City and County of Denver for 2021 and subsequent years is the following:

- \$14.77 an hour on Jan. 1, 2021
- \$15.87 an hour on Jan. 1, 2022; and
- Annual adjustments based on the Consumer Price Index each year thereafter

How Does This Impact You?

If you reside in the City and County of Denver and have Attendants/Employees working for you through the CDASS program, your Employees who currently have a pay rate below \$14.77 an hour will be set up with that pay rate starting January 1st, 2021 to meet the City and County of Denver minimum wage requirement. PPL will automatically implement this January 1st as well as The City and County of Denver required minimum wage increase schedule for subsequent years as applicable (\$15.87 an hour on January 1st, 2022 and annual adjustments based on the Consumer Price Index each year thereafter).

Feel free to visit the sites below if you would like more information about the City and County of Denver minimum wage:

<https://www.denvergov.org/content/denvergov/en/mayors-office/programs-initiatives/a-livable-wage-for-all-denver-workers.html>

<https://denver.legistar.com/LegislationDetail.aspx?ID=4217876&GUID=693CB146-85AE-44D6-9921-690E0652538D&Options=ID%7CText%7C&Search=Minimum+Wage>

Colorado Minimum Wage

A statewide minimum wage increase to \$12.32 an hour will occur starting January 1st, 2021. This is an annual adjustment based on the Consumer Price Index. This rate applies to all other counties except Denver County as noted above with their specific increase to minimum wage.

How Does This Impact You?

As an Employer in Colorado, any Attendants/Employees working for you through the CDASS program that currently have a pay rate below the required state minimum wage of \$12.32 an hour will have their pay rate increased to this rate.

PPL will be implementing this automatic pay rate increase on January 21st, 2021. Any hours worked between January 1st and January 21st at a pay rate lower than \$12.32 an hour will be totaled, and the difference owed will be paid to Attendants during their normal payroll in February. This back pay for the increased minimum wage will only occur for January. After that the system will recognize the minimum wage at the time of each payroll.

It is still the responsibility of the Member/Authorized Representative to manage the CDASS budget and pay rate adjustments beyond the required minimum wage. The rate change process will remain the same with PPL. If you choose to approve a higher pay rate than the minimum wage (\$14.77 an hour for the City and County of Denver or \$12.32 an hour statewide in 2021) for your Employee(s), you can do so by completing a rate change form on our website which can be found here <https://www.publicpartnerships.com/media/qmgduzbn/bau-rate-form-fillable.pdf>.

Rate change forms can be submitted to PPL through the email or fax number below:

E-mail: cocdassadmin@pcgus.com

Fax: 1 (866) 947-4813

If you have questions or need assistance, please contact PPL Customer Service at 1-888-752-8250 or email ppcdass@pcgus.com.

Sincerely,

Public Partnerships LLC