



City Commission Meeting

Living Wage for City Employees

Prepared by Cheryl McBride

City's Current Living Wage

- Outlined in ordinance
- Based on the U.S. Department of Health and Human Service's poverty guidelines for a family of four.
- Currently at \$11.68
- Covers Regular (Permanent) Employees

Hourly Rate and Total Compensation

Hourly Rate	\$11.68	\$12.00	\$12.25
Health Insurance	2.59	2.59	2.59
Pension/Ret health	2.10	2.15	2.20
Paid Time Off	.90	0.92	0.94
Compensation Rate	17.27	17.67	17.98
Statutory Benefits*	1.13	1.16	1.18
Total Compensation Rate	<u>\$18.39</u>	<u>\$18.83</u>	<u>\$19.16</u>
Incremental Hourly increase over Current		0.43	0.77
Incremental Percentage increase over Current		2.4%	4.2%
Annual Incremental Increase		\$900.51	\$1,604.03

*Statutory Benefits include Medicare/FICA and Worker's Compensation

Bold indicates 2016 living wage level

City Employee Groups – Direction on Inclusion

City Employees
 (on city payroll)

Regular	Temporary	Temporary Seasonal / Interns
a/k/a Permanent Continuous Employment Budgeted Position	Short-term <ul style="list-style-type: none"> Coverage for medical leave Vacancy coverage Long-term <ul style="list-style-type: none"> Pilot program or project based (budgeted) Operating needs above budgeted FTE levels 	Short-term <ul style="list-style-type: none"> Summer Recreation Programs Internships

Not City
 Employees

Temporary Contract Employees (this discussion does not apply to these employees)
Temp Force (a temporary staffing firm) Other specialized temporary staffing agencies City contractors

Cost to Adjust Living Wage by Group - \$12.00/hour

Incremental Cost at \$12.00/hour

	General Fund	Other Funds	GRU	Total	Prorated for 9 Months
Regular	7,834	16,360	4,018	28,212	21,160
Temporary	172,262	8,397	--	180,659	135,494
Seasonal/Interns	<u>82,775</u>	<u>--</u>	<u>8,957</u>	<u>91,732</u>	<u>89,142</u>
Total	<u>262,871</u>	<u>24,757</u>	<u>12,975</u>	<u>300,603</u>	<u>245,796</u>

Cost to Adjust Living Wage by Group - \$12.25/hour

Incremental Cost at \$12.25/hour

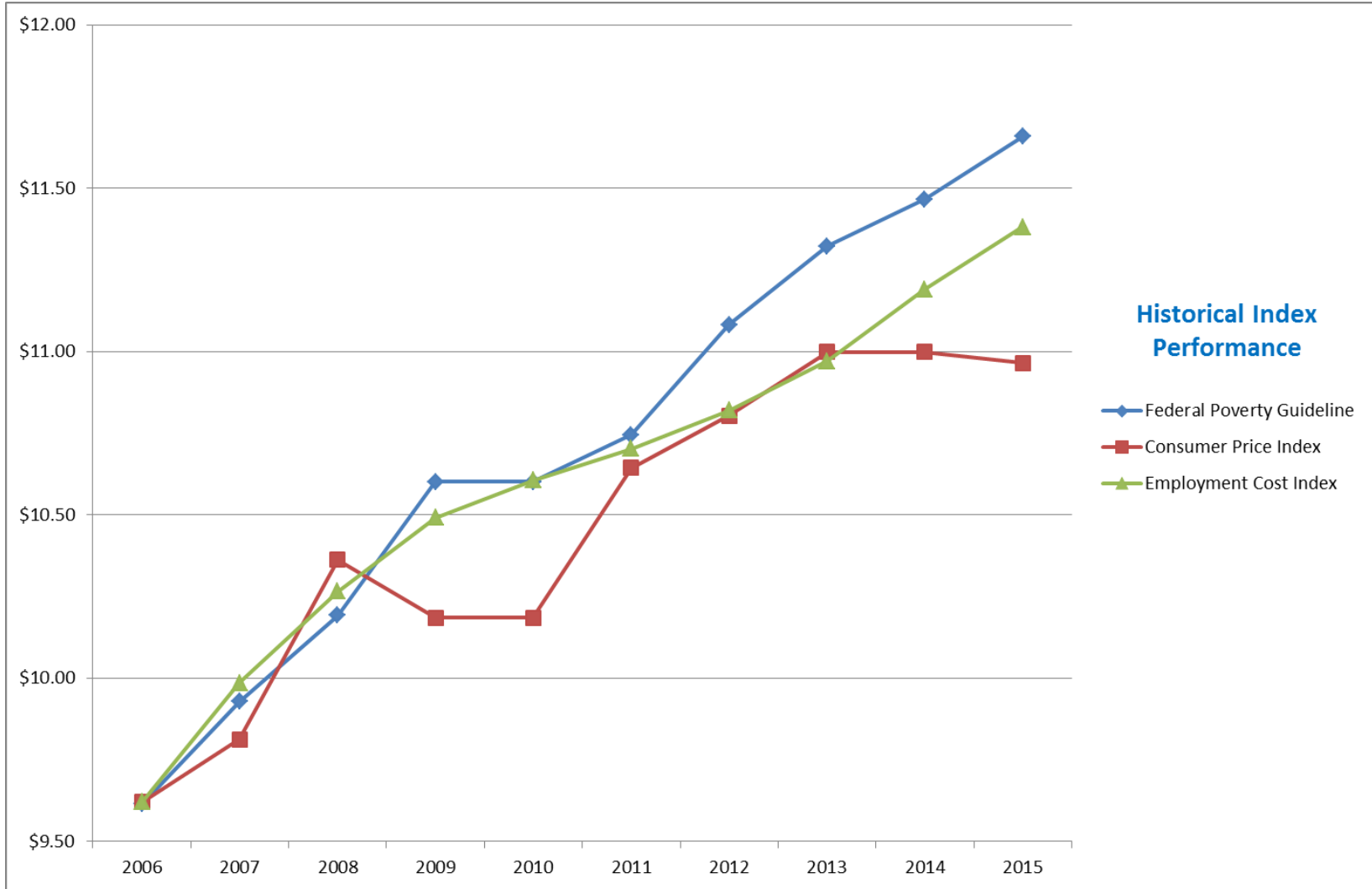
	General Fund	Other Funds	GRU	Total	Prorated for 9 Months
Regular	17,399	32,248	8,663	58,310	43,732
Temporary	196,750	8,957	--	205,707	154,279
Seasonal/Interns	<u>91,684</u>	<u>--</u>	<u>13,994</u>	<u>105,678</u>	<u>101,690</u>
Total	<u>305,833</u>	<u>41,205</u>	<u>22,657</u>	<u>369,695</u>	<u>299,701</u>

Cost to Adjust Living Wage by Group - Overview

Incremental Cost at \$12/hour	
Regular	28,212
Temporary	180,659
Seasonal/Interns	<u>91,732</u>
Total	<u>300,603</u>
Prorated for 9 Months	<u>245,796</u>

Incremental Cost at \$12.25/hour	
Regular	58,310
Temporary	205,707
Seasonal/Interns	<u>105,678</u>
Total	<u>369,695</u>
Prorated for 9 Months	<u>299,701</u>

Options for Automatic Indexing



Direction to Staff

- Which employee groups will be covered
- Base hourly rate of Living Wage
- Funding source for other funds & GRU
- How future adjustments will be made
- Negotiations with unions