



City Commission Meeting

Living Wage Adjustment for City Employees

Prepared by Cheryl McBride
Legislative File #160264B

Calculation of City's 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 \$11.6827
- Covers Regular (Permanent) Employees

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	18.39	18.83	19.16
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

Changes to Consider

- Amount of Living Wage Adjustment
- Which Employee Groups will be Covered¹
- Future Adjustments

¹ Four Employee Groups include: Regular a/k/a Permanent, Temporary, Temp-Seasonal, Temp-Intern

Cost to Adjust Living Wage

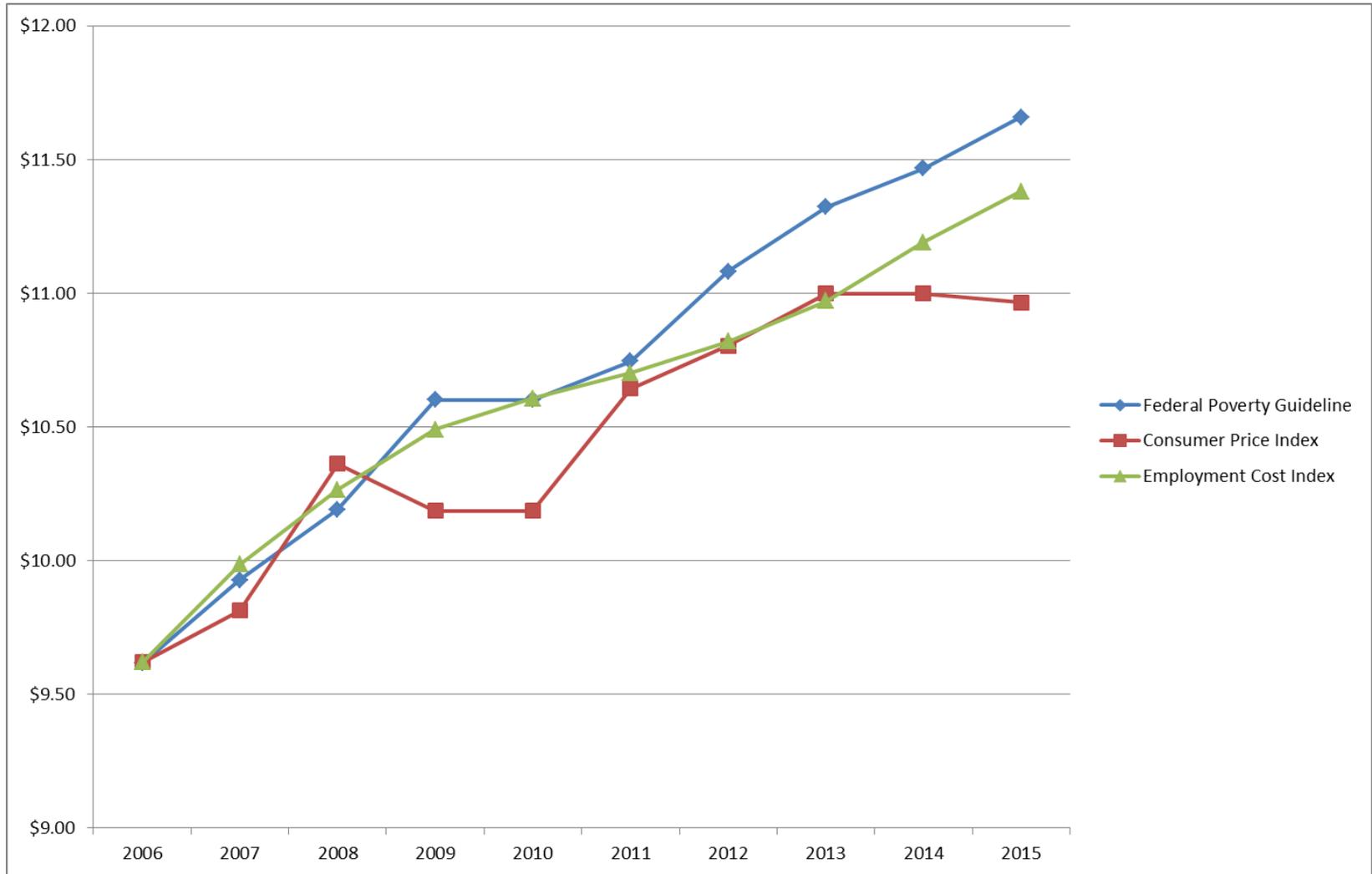
- Adjust All City Employees to
 - \$12.00 ~ \$330,470
 - \$12.25 ~ \$369,420

- Adjust Regular City Employees
 - \$12.00 ~ \$28,000
 - \$12.25 ~ \$58,000

Cost of Salary

City	\$15 Living Wage Adjusted to Gainesville Cost of Salary	Planned Date to Reach \$15 Living Wage
Alachua County, FL	\$15.00	none set
Buffalo, NY	\$13.58	7/1/2021
Emeryville, CA	\$11.30	7/1/2016
Greensboro, NC	\$14.45	2020
Los Angeles, CA	\$12.29	7/1/2020
Milwaukie, OR	\$12.57	n/a
Missoula, MT	\$15.05	7/1/2017
Mountain View, CA	\$11.14	1/1/2018
New York City, NY	\$11.58	12/31/2018
Pittsburgh, PA	\$13.80	1/1/2021
Portland, OR	\$12.51	n/a
San Francisco, CA	\$10.85	7/1/2018
Seattle, WA	\$11.54	1/1/2018
St. Petersburg, FL	\$14.41	2018
Syracuse, NY (City workers)	\$13.60	n/a
Syracuse, NY (employers in the City borders)	\$13.60	12/31/2021
Washington, DC	\$12.05	2020
West Palm Beach, FL	\$13.63	10/1/2018
18	\$13.08	median
	\$12.94	average

Historical Index Adjustments



Staff Recommendation

The City Commission

- (1) adjust the Living Wage paid to [Regular] or [all] City Employees to \$12.00 hourly effective January 2, 2017;
- (2) require annual adjustments for City Employees equivalent to 103% of the Federal Poverty Level for a Family of Four
- (3) authorize the City Attorney's office to modify the City's current Living Wage ordinance to reflect these changes.

Discussion