

THE LIVING WAGE BLUEPRINT

140 Living Wages Laws Passed Around the Country

OUR WI COLLEAGUES

CITY OF MILWAUKEE

CITY OF MADISON

DANE COUNTY

MILWAUKEE COUNTY?



APPLIED TO WIDE SPAN OF CONTRACTS & AGREEMENTS WITH NEAR EXCLUSIONS - SOME REPORTING PRACTICES NEEDED PROCESSED & SAFE GAUDES

Why?

- Fairness
- Upward Mobility
- Good Stewards of Tax \$
- Economic Development
- Societal Cost vs Investment

Why Now?

- Raising MKE Poverty Rates: One of highest Children in Poverty Rates in the Country
- Failed Hotel Proposal: Members said they wanted something broad not as narrow.
- Local Funding: Local Issue, can't wait on others levels of Gov't to act
- Aligning w/good policy: Other neighboring Municipal Gov't have done this

How?

• Collaborative Efforts
• Community Partners
• State of Good, Representative Gov't
• Union

Fiscal Analysis calculated uses many assumptions...

- All costs absorbed by County?
- 1% Property Tax Increase every year?
- Family Care Deduction Rate Reduction?
- Paid Wage vs. Fair pay of Public Care workers?
- 100% Buydown Payment Assistance in every state of 1000 jobs?
- Excluded Small Business?
- Exclusion of Part of Employee benefits from 2014?
- Medicare, Medicaid and Supplemental for some employees or other jobs?
- How would position all in effect in 2014?

Category	2014	2015	2016	2017	2018	2019	2020
Living Wage	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000
Property Tax	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000
Family Care	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000
Buydown	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000
Small Business	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000
Part of Employee	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000
Medicare, Medicaid	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000
Supplemental	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000
Other jobs	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000
Total	10,000,000	10,000,000	10,000,000	10,000,000	10,000,000	10,000,000	10,000,000

110% of Fed Poverty Line

- Calculated annually by US Dept HHS
- 2014 set to be \$12.45/hr
- Equates to about \$25k a year
- Raises 1000's of workers above poverty

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Buydown	1,000,000	1,000,000
Small Business	1,000,000	1,000,000
Part of Employee	1,000,000	1,000,000
Medicare, Medicaid	1,000,000	1,000,000
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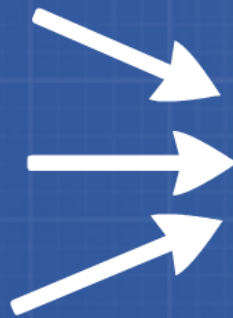
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CITY OF MILWAUKEE

CITY OF MADISON

DANE COUNTY



MILWAUKEE COUNTY?

Category	Minimum Wage	Effective Date	Notes
Public Works	\$11.00	2023	Includes construction workers, maintenance workers, etc.
Healthcare	\$11.00	2023	Includes nurses, aides, etc.
Education	\$11.00	2023	Includes teachers, aides, etc.
Government	\$11.00	2023	Includes state and local government employees.
Other	\$11.00	2023	Includes various other workers.



- APPLIES TO WIDE SPAN OF CONTRACTS & AGREEMENTS WITH MORE EXCLUSIONS
- SAME REPORTING PRACTICES
- WAIVER PROCESS & SAFE GAURDS

Fiscal Analysis calculated uses many assumptions...

110% of Fed Poverty Line

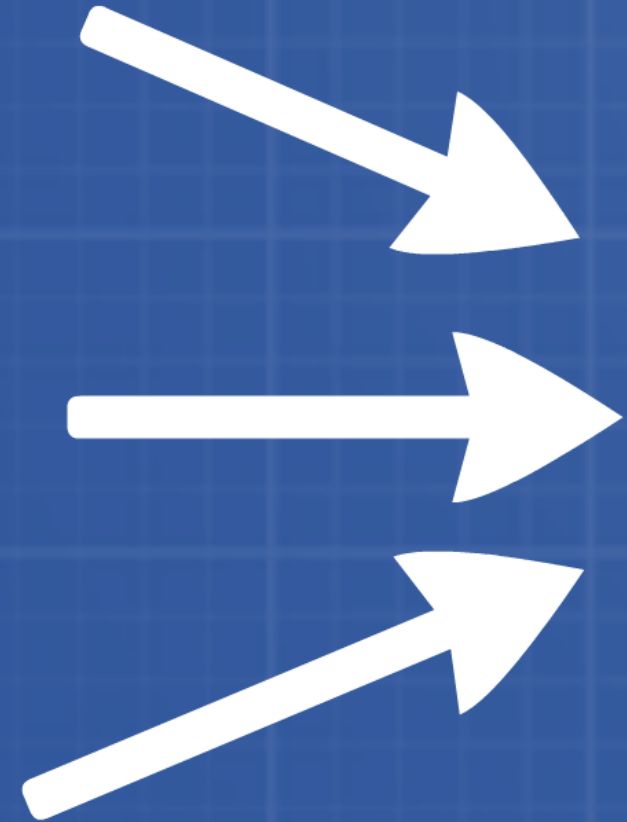
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OUR WI COLLEAGUES

CITY OF MILWAUKEE

CITY OF MADISON

DANE COUNTY





MILWAUKEE COUNTY?

Municipality Ord. Ref/Date eff.	Dane County Section 25.015 1/1/99	City of Madison Section 4.20 1/1/00	City of Milwaukee Chapter 310 – Department of Administration 12/31/95	Milwaukee County PROPOSED
Type of Contracts	<p>Dane County Employees</p> <p>Service Contracts over \$5,000</p> <ul style="list-style-type: none"> General Labor, clerical work, janitorial, security, food services, human services, personal care, home care work Contracts (Subcontractors) Includes small business and nonprofits 	<p>City of Madison Employees</p> <p>Service Contracts over \$5,000</p> <p>Contracts in which City Financial Assistance was provided for agreement exceeding \$100,000</p>	<p>Service contracts over \$5,000 designated by the Central Board of Purchases.</p> <p>Covers part time and temporary employees</p>	<p>Service Contracts over \$20,000</p> <p>Concession and revenue generating agreements over \$20,000.</p> <p>Leases with financial assistance.</p> <p>Financial Assistance over \$1,000,000.</p> <p>Family Care Contracts with preferred providers that exclusively contract with Milwaukee County for the provision of personal care and supportive home care.</p> <p>Milwaukee County employees.</p>
Exclusions	<p>Some nonprofits.</p> <p>All other types of contracts.</p> <p>Seasonal, Temporary, tipped, interns</p>	<p>All other types of contracts i.e. professional services and public works.</p> <p>Seasonal, Temporary, tipped, interns, workshop employees</p>	<p>All other types of contracts i.e. professional services and public works.</p>	<p>All other types of contracts i.e. professional services and public works.</p> <p>Non-profits; cultural institutions; businesses with 20 employees or less; other governmental entities.</p> <p>Contracts with State or Fed prevailing wage requirement</p>

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Municipality	Dane County	City of Madison	City of Milwaukee	Milwaukee County PROPOSED
Ord. Ref/Date eff.	Section 25.015 1/1/99	Section 4.20 1/1/00	Chapter 310 – Department of Administration 12/31/95	
Type of Contracts	Dane County Employees Service Contracts over \$5,000 <ul style="list-style-type: none"> • General Labor, clerical work, janitorial, security, food services, human services, personal care, home care work • Contractors (Subcontractors) • Includes small business and nonprofits 	City of Madison Employees Service Contracts over \$5,000 Contracts in which City Financial Assistance was provided for agreement exceeding \$100,000	Service contracts over \$5,000 designated by the Central Board of Purchases. Covers part time and temporary employees	Service Contracts over \$20,000 Concession and revenue generating agreements over \$20,000. Leases with financial assistance. Financial Assistance over \$1,000,000. Family Care Contracts with preferred providers that exclusively contract with Milwaukee County for the provision of personal care and supportive home care. Milwaukee County employees.
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Enforcement Agent	Contract Compliance Office in Purchasing Dept.	Department of Equal Opportunity and Diversity	Department of Public Works and DOA Administration Procurement Division	Department of Audit
Method of Enf.	Payroll records must be made available upon request	Investigate complaints	Sworn report or affidavit with wages and benefits per person	Payroll records must be made available upon request
Waivers	Yes by County Board	Allowed if no bids received	Not identified	Yes by County Board
Sanctions	<ul style="list-style-type: none"> • Payment withholding • Suspension • Termination • Debarring for 3 years 	<ul style="list-style-type: none"> • \$200 fine • Payment withholding • Suspension • Termination • Debarring 	<ul style="list-style-type: none"> • Payment withholding • Suspension • Termination • Debarring for 3 years 	<ul style="list-style-type: none"> • Payment withholding • Termination • Debarring for 3 years • Permanent Debarment
Formula/Rate	100% of US Department of Health and Human Services (DHHS) poverty level wages for a family of 4/2080 hours 2013 = \$11.33	110% of DHHS poverty level wages for a family of 4/2080 hours 2013 = \$12.45	100% of DHHS poverty level for a family of 3/2080 hours 2013 = \$9.39	110% of US DHHS poverty level wages for a family of 4/2080 hours 2013 = \$12.45

Why?



Why?

- **Fairness**
- **Upward Mobility**
- **Good Stewards of Tax \$**
- **Economic Development**
- **Societal Cost vs Investment**

Why Now?





Why?

- Fairness
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why?

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Why?

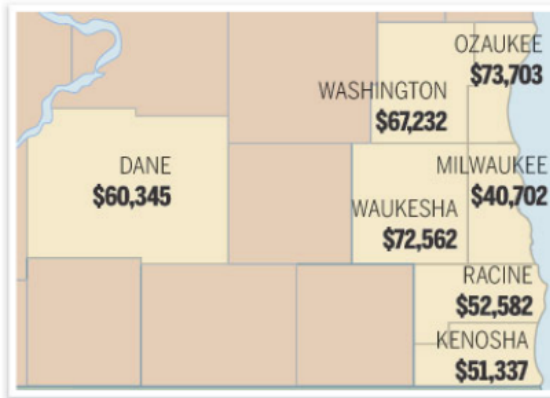
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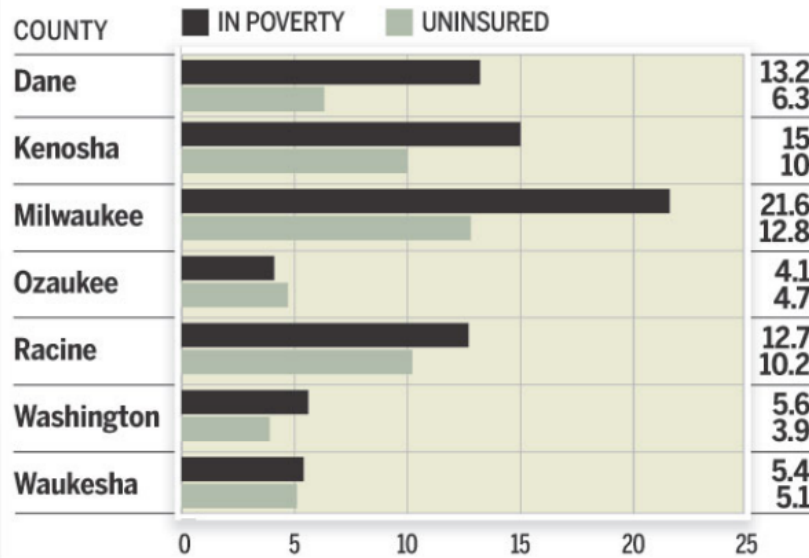
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Household median income by county



Percentage of residents in poverty or uninsured, 2011, by county

IN 2011 INFLATION-ADJUSTED DOLLARS



Source: U.S. Census Bureau

Journal Sentinel

Why Now?



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- **Local Funding:** Local Issue, can't wait on others levels of Gov't to act.
- **Aligning w/good policy:** Other neighboring Municipal Gov't have done this

How?

- Collaborative Effort
- Legality Focused
- Fiscal Impact Historically Low
- Dept of Audit Implementation Work Group



OZAUKEE	\$73,703
WISCONSIN	\$72,232
MILWAUKEE	\$40,702
KESHISHA	\$72,562
RACINE	\$52,582
KENOSHA	\$51,337

by county

13.2	6.3
15	10
21.6	12.8
4.1	4.7
12.7	10.2
5.6	3.9
5.4	5.1

25

Journal Sentinel



Handing out laptops to second-graders in Round Rock, Texas, in 2010.

(Photo: Erich Schlegel for USA TODAY file photo)

- As a nation, we need to move beyond treating the symptoms to addressing root causes.

Poverty is the most relevant factor in determining the outcome of a person's educational journey, and in Finland, the child poverty rate is about 5%. In the U.S., the rate is almost five times as high. Unlike us,

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How?

Cooperative Effort
Community Focused

Impact Historically Low
Implementation Work



PREZI



How?



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Appendix B Information on Other Minimum Wage Ordinances in Other Municipalities

Municipality	Rate	Rate if Health Care Not Offered
Milwaukee County PROPOSED	\$12.45	
Dane County	\$11.33	
City of Madison	\$12.45	
City of Milwaukee	\$9.39	
Cook County	\$11.32	\$14.15
City of Chicago	\$11.53	
City of St. Paul	\$12.45	\$14.72
City of Minneapolis	\$12.45	\$14.72
City of Cincinnati	\$11.32	\$12.82

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Annual Costs of the Proposed Minimum Wage Ordinance				
	2014	2015	2016	2017
Expenditures:				
Food Service	\$ 8,248	\$ 239,247	\$ 245,204	\$ 251,310
Security	\$ 284,488	\$ 494,526	\$ 551,418	\$ 565,148
Janitorial	\$ 922,953	\$ 945,935	\$ 969,489	\$ 993,629
Clerical	\$ 55,365	\$ 56,744	\$ 58,157	\$ 59,605
County Wages	\$ 571,883	\$ 586,123	\$ 600,717	\$ 615,675
Family Care - Personal & Supportive Home Care	\$ -	\$ 5,365,298	\$ 5,498,894	\$ 5,635,817
Parks Concession Agreements	\$ 3,960	\$ 26,601	\$ 91,929	\$ 98,614
Airport Concession Agreements	\$ -	\$ 250,178	\$ 256,408	\$ 262,792
Zoo Concession Agreements	\$ 7,437	\$ 17,936	\$ 35,819	\$ 36,711
Lease Agreements	\$ -	\$ -	\$ -	\$ -

Fiscal Analysis calculated uses many assumptions...

- All costs absorbed by County?
- FPL poverty level increase every year 2.5%?
- Family Care Capitation Rate decrease?
- Avg Wage #s for pay of Family Care workers?
- Econ. Development Financial Assistance on every acre of land sold?
- Included Small Business Exclusions: Costs of Employers smaller than 20 employees, contracts and agreements not up for renew anytime soon or under \$20K threshold?
- New Monitor positions all in effect in 2014?

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Lease Agreements	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Audit Function	\$ 252,000	\$ 259,300	\$ 265,756	\$ 272,374	\$ 279,156	\$ 286,107
Financial Assistance	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
SubTotal	\$2,107,334	\$ 8,241,886	\$ 8,573,790	\$ 8,791,674	\$ 9,536,276	\$10,397,433
Revenue:						
Airlines Rates & Charges	\$ (145,884)	\$ (399,695)	\$ (365,068)	\$ (374,158)	\$ (898,151)	\$ (1,539,061)
Family Care Reserves	\$ -	\$ (5,365,298)	\$ (5,498,894)	\$ (5,635,817)	\$ -	\$ -
Other	\$ (10,595)	\$ (10,859)	\$ (11,129)	\$ (11,406)	\$ (11,690)	\$ (11,981)
SubTotal	\$ (156,479)	\$ (5,775,852)	\$ (5,875,092)	\$ (6,021,381)	\$ (909,841)	\$ (1,551,042)
Tax Levy	\$1,950,856	\$ 2,466,035	\$ 2,698,699	\$ 2,770,293	\$ 8,626,435	\$ 8,846,391

	FTE	Hours	Salary	Annual	SS	Pension	Health	Total
Lead Auditor	1.0	2080	\$ 26,86	\$ 55,873	\$ 4,274	\$ 6,034	\$ 13,836	\$ 80,018
Performance Evaluator 1	1.0	2080	\$ 18,69	\$ 38,881	\$ 2,974	\$ 4,199	\$ 13,836	\$ 59,890
Performance Evaluator 3	1.0	2080	\$ 23,63	\$ 49,154	\$ 3,760	\$ 5,309	\$ 13,836	\$ 72,059
Principal Asst. Corp Counsel	0.5	1040	\$ 22.10	\$ 22,960	\$ 1,758	\$ 2,482	\$ 13,836	\$ 41,035
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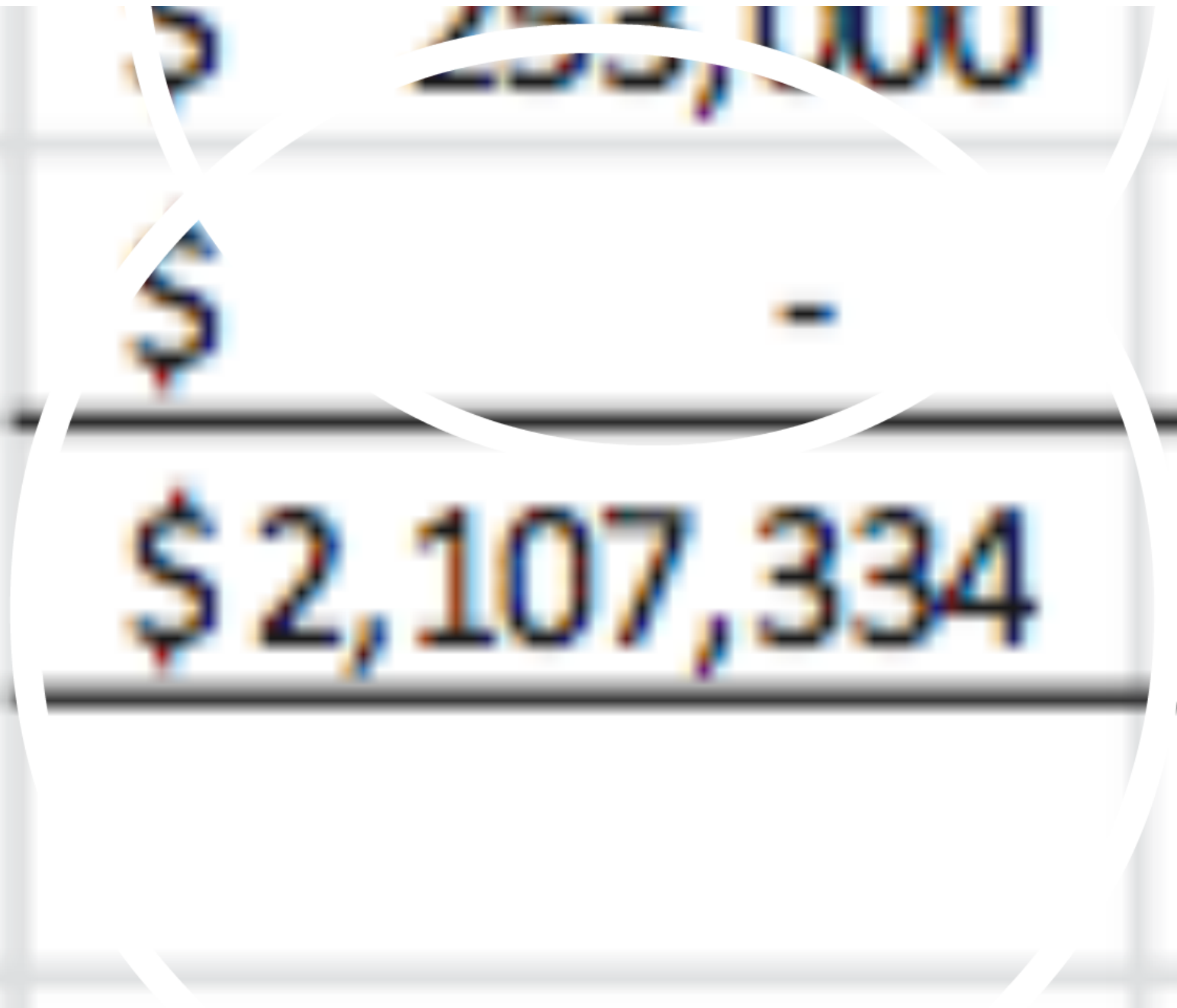
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	255,100	
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Enforcement Agent	Contract Compliance Office in Purchasing Dept.	Department of Equal Opportunity and Diversity	Department of Public Works and DOA Administration Procurement Division	Department of Audit
Method of Enf.	Payroll records must be made available upon request	Investigate complaints	Sworn report or affidavit with wages and benefits per person	Payroll records must be made available upon request
Waivers	Yes by County Board	Allowed if no bids received	Not identified	Yes by County Board
Sanctions	<ul style="list-style-type: none"> • Payment withholding • Suspension • Termination • Debarring for 3 years 	<ul style="list-style-type: none"> • \$200 fine • Payment withholding • Suspension • Termination • Debarring 	<ul style="list-style-type: none"> • Payment withholding • Suspension • Termination • Debarring for 3 years 	<ul style="list-style-type: none"> • Payment withholding • Termination • Debarring for 3 years • Permanent Debarment
Formula/Rate	100% of US Department of Health and Human Services (DHHS) poverty level wages for a family of 4/2080 hours 2013 – \$11.33	110% of DHHS poverty level wages for a family of 4/2080 hours 2013 – \$12.45	100% of DHHS poverty level for a family of 3/2080 hours 2013 – \$9.39	110% of US DHHS poverty level wages for a family of 4/2080 hours 2013 – \$12.45

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- APPLIES TO WIDE SPAN OF CONTRACTS & AGREEMENTS WITH MORE EXCLUSIONS
- SAME REPORTING PRACTICES
- WAIVER PROCESS & SAFE GAURDS

