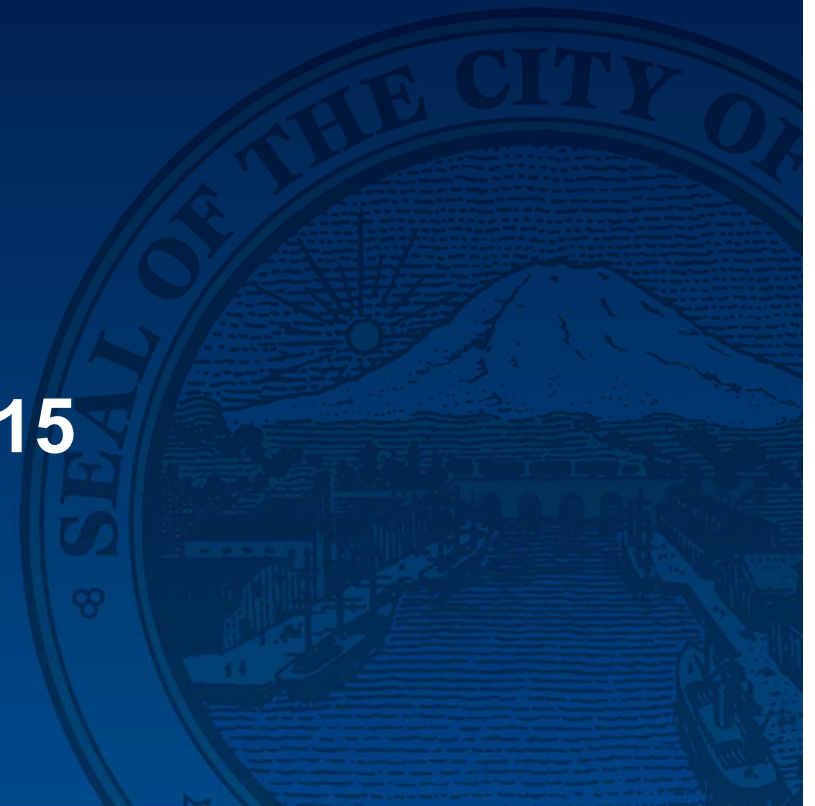


# **City of Tacoma Minimum Wage Ballot Initiative**

## **Overview and Timeline**

**July 14, 2015**



# Background

- Established the Minimum Wage Task Force by Resolution on May 5, 2015
- Purpose of Task Force
  - Review and discuss minimum wage alternatives in Tacoma
  - Provide recommendations to the City Council by June 30, 2015
- Task Force met June 30<sup>th</sup> Deadline by submitting two proposals

# Task Force Proposals

- **PROPOSAL A**

- Large businesses pay \$15/hour by 2020
- Small business pay \$15/hour by 2024

- **PROPOSAL B**

- All business pay \$12/hour by 2019

- **BOTH USE CPI** to automatically raise MHW annually once goal is achieved

# Initiative Measure No. 1B

- Based on both Task Force proposals, community input, and Council discussion
- Initiative proposes to raise minimum wage to \$12 by January 2018
- Adjusted annually based on CPI as calculated by Washington State beginning in 2019
- Impact assessment will be conducted every two years beginning in 2018

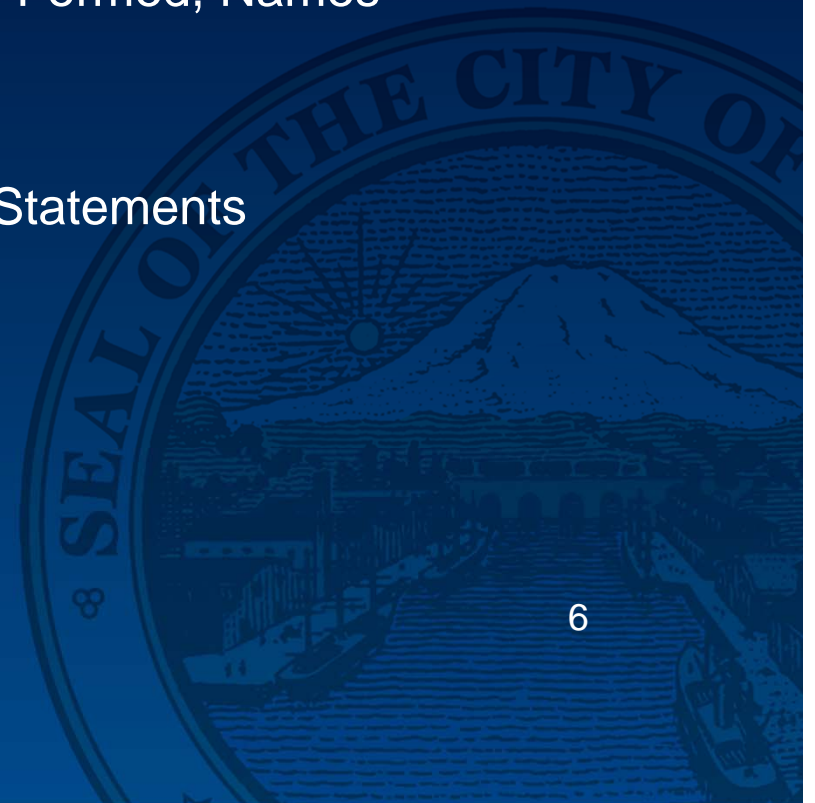
# Ballot Format

- State Law requires that the City Council minimum wage measure appear on the ballot as an alternative to the Citizen Initiated minimum wage measure



# County Auditor Deadlines

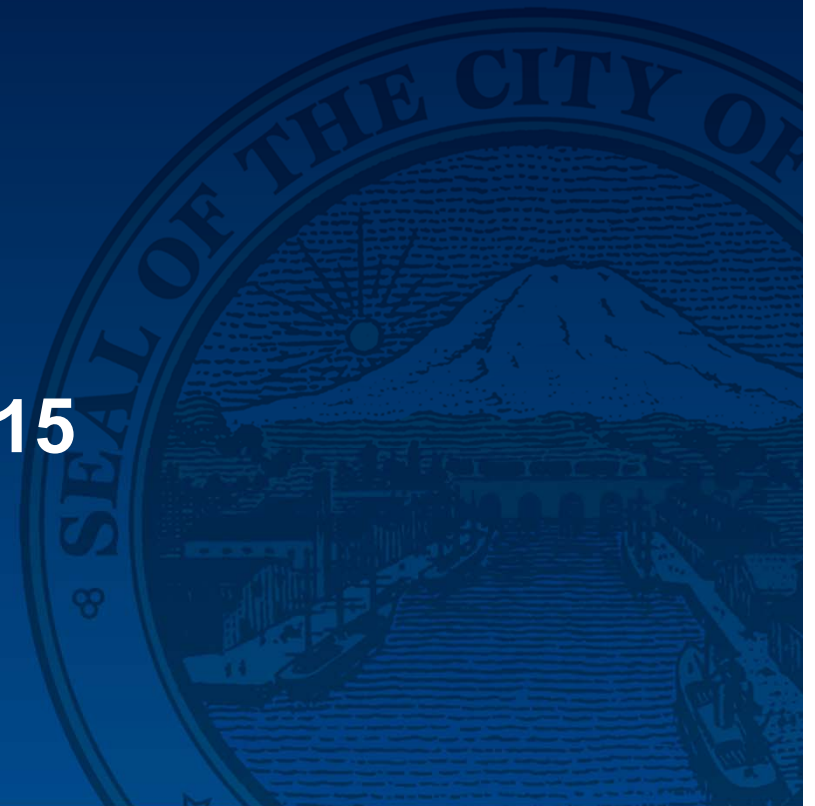
- Tuesday, August 4<sup>th</sup>
  - Proposal, Ballot Titles, and Explanatory Statements Submitted
  - “For” and “Against” Committees Formed, Names Submitted
- Friday, August 7<sup>th</sup>
  - “For” and “Against” Committee Statements
- Tuesday, August 11<sup>th</sup>
  - Rebuttal Statement
- Tuesday, November 3<sup>rd</sup>
  - Election Day





# **City of Tacoma Minimum Wage Ballot Initiative Recommendation and Timeline**

**July 14, 2015**



Citizen's Initiative Measure No. 1 and Tacoma City Council Initiative Measure 1B concern establishing a minimum wage in the City of Tacoma.

**City Of Tacoma Initiative Measure No. 1** would require employers of a certain size to pay employees who work in the City of Tacoma, or maintain, report to, or are supervised from, an office in the City, an hourly wage of not less than fifteen dollars (\$15.00), adjusted annually by the rate of inflation. This measure would also create a citizen commission to monitor the City's administration and enforcement of the minimum wage requirements, and make violation a crime.

As an alternative, the Tacoma City Council through Resolution No. 39237, has proposed City of Tacoma Initiative No. 1B,

**City of Tacoma Initiative Measure 1B** would require employers to pay a minimum hourly wage to employees aged sixteen (16) and over performing work in Tacoma of not less than \$10.35 per hour beginning February 2016, \$11.15 beginning January 2017, and \$12.00 beginning January 2018, adjusted annually thereafter based on the Consumer Price Index (CPI) as calculated and used by the State of Washington at that time, and requiring that an impact assessment be conducted in 2018 and every two years thereafter.

1. Should either of these measures be enacted into law?

Yes.....

No.....

2. Regardless of whether you voted yes or no above, if one of these measures is enacted, which one should it be?

Initiative Measure No. 1.....

Or

Initiative Measure No. 1B...



# Council Proposal with CPI

Year	Wage Increases
2015	\$9.47
2016	\$9.70
2016, Feb	\$10.35
2017	\$11.15
2018	\$12.00
2019	\$12.29
2020	\$12.58
2021	\$12.88
2022	\$13.19
2023	\$13.51
2024	\$13.84
2025	\$14.17
2026	\$14.51
2027	\$14.86
2028	\$15.21
2029	\$15.58
2030	\$15.95

- Tied to CPI (2.4% Estimated) beginning Jan. 1, 2019

# Proposal Matrix

Year	State Minimum Wage	Proposal A		Proposal B	Council Proposal
		Large Businesses	Small Businesses		
2015	\$9.47	\$9.47	\$9.47	\$9.47	\$9.47
2016	\$9.70	\$11.00*	\$11.00*	\$10.25	\$9.70
					\$10.35**
2017	\$9.93	\$12.00	\$11.50	\$10.75	\$11.15
2018	\$10.17	\$13.00	\$12.00	\$11.25	\$12.00
2019	\$10.41	\$14.00	\$12.50	\$12.00	\$12.29
2020	\$10.66	\$15.00	\$13.00	\$12.29	\$12.58
2021	\$10.92	\$15.36	\$13.50	\$12.58	\$12.88
2022	\$11.18	\$15.73	\$14.00	\$12.88	\$13.19
2023	\$11.45	\$16.11	\$14.50	\$13.19	\$13.51
2024	\$11.72	\$16.49	\$15.00	\$13.51	\$13.84
2025	\$12.00	\$16.89	\$15.63	\$13.84	\$14.17
2026	\$12.29	\$17.29	\$16.28	\$14.17	\$14.51
2027	\$12.59	\$17.71	\$16.94	\$14.51	\$14.86
2028	\$12.89	\$18.13	\$17.61	\$14.86	\$15.21
2029	\$13.20	\$18.57	\$18.30	\$15.21	\$15.58
2030	\$13.52	\$19.01	\$19.01	\$15.58	\$15.95
		*Begins 7/1/2016			**Begins 2/1/2016

# Cost of Implementation

Description	2015	2016	2016 High
Management Analyst II	70,000	110,000	150,000
Customer Service Representative permanent	35,000	80,000	93,000
Management Analyst I or CSR .5 or 1 FTE (depending on needs)		42,500	95,000
Overtime	-	-	5,000
Startup Fees (Laptop 1900) (2 Chairs 800)(Computer 1200)(business cards, SU Wk station?1,000)	5,000	2,000	2,000
L&I Contract - Investigator Services - Minimum Wage	-	110,000	220,000
Marketing & Outreach Materials - mailings, flyers and video	34,500	5,000	10,000
Translator services - documents, website, Notice, Video	10,000	5,000	10,000
Updates to FileLocal & LockBox	15,000	15,000	25,000
<b>Subtotal</b>	<b>169,500</b>	<b>369,500</b>	<b>610,000</b>
<b>Estimated Biennial Costs</b>		<b>539,000</b>	<b>779,500</b>
<b>Budgeted</b>		<b>300,000</b>	<b>300,000</b>
<b>Additional Budget needed to implement MW</b>		<b>239,000</b>	<b>479,500</b>

# Job Duties

- Draft regulations & rules
- Outreach & education
- Draft Mode; Notice
- Draft Forms
- Update Business License Form
- Triage Complaints
- Write Determination Letters
- Prepare Information for Appeals
- Work with State & Federal agencies to coordinate investigations

# Ballot Format

- Citizens Initiative Measure No. 1 and Tacoma City Council Initiative Measure 1B concern establishing a minimum wage in the City of Tacoma.
- **City Of Tacoma Initiative Measure No. 1** would require employers of a certain size to pay employees who work in the City of Tacoma, or maintain, report to, or are supervised from, an office in the City, an hourly wage of not less than fifteen dollars (\$15.00), adjusted annually by the rate of inflation. This measure would also create a citizen commission to monitor the City's administration and enforcement of the minimum wage requirements, and make violation a crime.

# Ballot Format

- As an alternative, the Tacoma City Council through Resolution No. 39237, has proposed City of Tacoma Initiative No. 1B.
- **City of Tacoma Initiative Measure 1B** would require employers to pay a minimum hourly wage to employees aged sixteen (16) and over performing work in Tacoma of not less than \$10.35 per hour beginning February 2016, \$11.15 beginning January 2017, and \$12.00 beginning January 2018, adjusted annually thereafter based on the Consumer Price Index (CPI) as calculated and used by the State of Washington at that time, and requiring that an impact assessment be conducted in 2018 and every two years thereafter.



# Ballot Format

- Should either of these measures be enacted into law?
  - Yes? .....
  - No? .....
  
- Regardless of whether you voted yes or no above, if one these measures in enacted, which one should it be?
  - Measure No.1? .....
  - Measure No. 1B? .....