

EC County Living Wage Analysis
As Currently Proposed
Poverty Scale 110%-130%
Prepared by Scott Rasmussen, Finance Director
Updated to Show Annual Increases

	2016		2017		2018		2019		2020		2021	
	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual
1 EC County-Grade A, Step 1	\$ 13.26	\$ 27,581	\$ 13.53	\$ 28,132	\$ 13.80	\$ 28,695	\$ 14.07	\$ 29,269	\$ 14.35	\$ 29,854	\$ 14.64	\$ 30,451
2 EC County-Grade B, Step 1	\$ 13.92	\$ 28,954	\$ 14.20	\$ 29,533	\$ 14.48	\$ 30,123	\$ 14.77	\$ 30,726	\$ 15.07	\$ 31,340	\$ 15.37	\$ 31,967
3 EC County-Grade C, Step 1	\$ 14.61	\$ 30,389	\$ 14.90	\$ 30,997	\$ 15.20	\$ 31,617	\$ 15.50	\$ 32,249	\$ 15.81	\$ 32,894	\$ 16.13	\$ 33,552
4 EC County-Grade D, Step 1	\$ 15.35	\$ 31,928	\$ 15.66	\$ 32,567	\$ 15.97	\$ 33,218	\$ 16.29	\$ 33,882	\$ 16.62	\$ 34,560	\$ 16.95	\$ 35,251
6 Poverty Level 10 yr avg Increase		\$ 24,300		\$ 24,822		\$ 25,356		\$ 25,901		\$ 26,458		\$ 27,027
7 Poverty Level 5 yr avg Increase		\$ 24,300		\$ 24,724		\$ 25,155		\$ 25,594		\$ 26,041		\$ 26,495
10 Proposed Eau Claire County 10 yr avg			110%	\$ 27,305	115%	\$ 29,160	120%	\$ 31,082	125%	\$ 33,073	130%	\$ 35,135
11 Minimum Poverty Level 5 yr avg				\$ 27,196		\$ 28,929		\$ 30,713		\$ 32,551		\$ 34,444
13 Comparison w Pay Grade A 10 yr avg				\$ 828		\$ (464)		\$ (1,813)		\$ (3,218)		\$ (4,684)
14 Comparison w Pay Grade A 5 yr avg				\$ 936		\$ (234)		\$ (1,444)		\$ (2,697)		\$ (3,993)
16 Comparison w Pay Grade B 10 yr avg				\$ 2,228		\$ 964		\$ (356)		\$ (1,732)		\$ (3,168)
17 Comparison w Pay Grade B 5 yr avg				\$ 2,336		\$ 1,195		\$ 13		\$ (1,211)		\$ (2,477)
19 Comparison w Pay Grade C 10 yr avg				\$ 3,692		\$ 2,457		\$ 1,167		\$ (179)		\$ (1,583)
20 Comparison w Pay Grade C 5 yr avg				\$ 3,800		\$ 2,688		\$ 1,536		\$ 343		\$ (892)
22 Comparison w Pay Grade D 10 yr avg				\$ 5,262		\$ 4,058		\$ 2,801		\$ 1,487		\$ 116
23 Comparison w Pay Grade D 5 yr avg				\$ 5,370		\$ 4,289		\$ 3,169		\$ 2,009		\$ 807
24 Annual % Increase to Pay Scale to Comply w LWO						1.62%		4.57%		4.59%		4.60%
26 Estimated annual Salary Increase						\$ 437,400		\$ 1,279,600		\$ 1,370,803		\$ 1,465,560
27 Estimated FICA/WRS Increase						\$ 64,079		\$ 187,461		\$ 200,823		\$ 214,705
28 Estimated annual Payroll Increase						\$ 501,479		\$ 1,467,061		\$ 1,571,626		\$ 1,680,265

31 **Assumptions for Projections Above:**

32 Est annual County wage increase	2.00%
34 10 Yr Avg Annual Poverty Increase	2.15%
36 5 Yr Avg Annual Poverty Increase	1.74%

Additional Information/Explanation:

Shaded (negative) figures show where EC County wages would be out of compliance with the living wage ordinance. For the years 2018-2021, various pay grades would be out of compliance with the ordinance. Over those four years, the entire pay schedule would need to be adjusted annually by the percentages noted. This would result in a total salary increase of \$4.55 million over those four years, and a related FICA/WRS cost of an additional \$667,000 over the same four years.