

**DANE COUNTY  
POLICY AND FISCAL NOTE**

<input checked="" type="checkbox"/> Original	<input type="checkbox"/> Update	Substitute No. _____
Sponsor: _____		Resolution No. _____
Vote Required: Majority <input checked="" type="checkbox"/> Two-Thirds		Ordinance Amendment No. <u>2015 OA-020</u>

Title of Resolution or Ord. Amd.:

**AMENDING CHAPTER 25 OF THE DANE COUNTY CODE OF ORDINANCES, INCREASING THE LIVING WAGE**

**Policy Analysis Statement:**

Brief Description of Proposal -

The ordinance amendment defines the living wage as 129 percent of the poverty level divided by 2080. It would go in to effect January 1, 2016, and would apply to county employees and purchase of services contracts, but human services department purchase of services providers would be excluded.

Current Policy or Practice -

The current living wage is 100 percent of the poverty level. This amendment increases the amount the county and its contractors must pay to employees, except for DHS purchase of service contract employees.

Impact of Adopting Proposal -

The OA will affect the amount the county pays some of its own employees beginning in 2016, and may affect the cost of contracts next year. It will not go into effect until 2016, so there is no fiscal impact for the 2015 budget. All regular county employees make at least \$15 per hour, however LTE employees do not. The fiscal impact will be to bring LTE employees up to \$15 per hour. Contracts for certain services may also increase if the cost is passed on.

**Fiscal Estimate:**

<p><u>Fiscal Effect (check all that apply) -</u></p> <p><input checked="" type="checkbox"/> No Fiscal Effect</p> <p><input type="checkbox"/> Results in Revenue Increase</p> <p><input type="checkbox"/> Results in Expenditure Increase</p> <p><input type="checkbox"/> Results in Revenue Decrease</p> <p><input type="checkbox"/> Results in Expenditure Decrease</p>	<p><u>Budget Effect (check all that apply)</u></p> <p><input checked="" type="checkbox"/> No Budget Effect</p> <p><input type="checkbox"/> Increases Rev. Budget</p> <p><input type="checkbox"/> Increases Exp. Budget</p> <p><input type="checkbox"/> Decreases Rev. Budget</p> <p><input type="checkbox"/> Decreases Exp. Budget</p> <p><input type="checkbox"/> Increases Position Authority</p> <p><input type="checkbox"/> Decreases Position Authority</p> <p>Note: if any budget effect, 2/3 vote is required</p>
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**Narrative/Assumptions about long range fiscal effect:**

While there will be no fiscal effect in 2015, there will be increased cost in 2016 and thereafter to bring LTE employees up to \$15 per hour. For example, the cost to the Alliant Energy Center, which relies on LTEs for several positions, will be over \$145,000. Further analysis will be needed to clarify the estimated cost to other departments. Contracts for certain services, such as pest control, laundry, or mowing - for example - may increase upon renewal or rebidding of contracts as organizations pass the cost of the increased living wage to the county.

**Expenditure/Revenue Changes:**

	Current Year		Annualized			Current Year		Annualized	
	Increase	Decrease	Increase	Decrease		Increase	Decrease	Increase	Decrease
Expenditures -					Revenues -				
Personal Services	\$0				County Taxes	\$0			\$0
Operating Expenses	\$0				Federal	\$0			\$0
Contractual Services	\$0				State	\$0			\$0
Capital	\$0				Other	\$0			\$0
Total	\$0	\$0	\$0	\$0	Total	\$0	\$0	\$0	\$0

**Personnel Impact/FTE Changes:**

none

**Prepared By:**

Agency:	Division:
Prepared by: Karin Peterson Thurlow	Date: 9/16/15
Reviewed by:	Phone: 266-4533
	Date:
	Phone: