

TACOMA MINIMUM WAGE TASK FORCE

Combo Proposal

June 21, 2015

GOALS:

1. Achieve a minimum hourly wage of at least \$15 for everyone working in Tacoma by 2024.
2. Raise the minimum hourly wage for employees working for local, national, or global companies in Tacoma with over 200 employees to \$15 by 2023.

PROCESS AND TIMELINE:

Date	Hourly Minimum Wage: Organizations with 200 or more employees	Hourly Minimum Wage: Organizations with fewer than 200 employees
January 1, 2016	\$ 9.77 (estimated)	\$ 9.77 (estimated)
July 1, 2016	\$ 11.00 *	\$ 10.50 *
January 1, 2017	\$ 12.00	\$ 11.00
January 1, 2018	\$ 13.00	\$ 11.50
January 1, 2019	\$ 13.00 + CPI (13.33 est.)	\$ 12.00
January 1, 2020	\$13.33 +CPI (13.67 est.)	\$12.50 + CPI (12.83 est.)
2020	ASSESSMENT: City of Tacoma conducts an assessment of the impacts of the recent rise in the minimum wage on: a) small businesses and non-profits; b) minimum wage/low wage workers; and c) the city's economy in the context of Pierce County and the greater Puget Sound region.	
1 January 2021	\$ 13.67 + CPI increase ** (14.03 est.)	\$ 13.00 + CPI increase ** (\$13.33 est.)

2021

IMPLEMENT KEY FINDINGS: City of Tacoma and business, labor, and community partners review the assessment's findings to determine strategies and goals to address them. Tacoma City Council adopts some as policies to strengthen small, local businesses and others as policies that are part of the City's comprehensive campaign to reduce poverty.

January 1, 2021

14.03+ CPI increase
(\$14.39 est.)

\$13.50 + CPI increase
(13.85 est.)

January 1, 2022

14.39 + CPI increase
(\$14.75 est.)

\$14.00 + CPI increase
(14.36 est.)

January 1, 2023

14.75 + CPI increase
(\$15.13 est.)

\$14.36 + CPI increase
(14.73 est.)

January 1, 2024
(Parity Year???)

15.13 MHW + CPI increase
(\$15.52 est.)

15.13 + CPI increase
(\$15.52 est.)

2025-2030

Or sometime during these five years the City would adjust the minimum wage of employees of small businesses to achieve parity between the minimum hourly wages paid by small and large businesses.

* Should there be, for a finite period of time, an exemption provided to local high school and college students who are in "work study" or training positions or who receive education credits for their jobs? Or should the educational institutions and businesses receive a "tax credit" as an incentive for hiring and training local high school and college students?

** CPI is estimated to rise 2.4% annually (State projection).

Questions to still be answered:

- Franchises
- Criteria to be considered a small or a large business
- Total compensation
- Anything else to be considered???

Areas where I think there is some flexibility:

- When businesses over 200 get to \$15
- How Parity is achieved?

