

Wage Increase Analysis Hourly/Substitute
 (Percentage increase amounts include 17% fringe)

Classification		FY 16 Wages	5% Increase*
Sub Non-Lic Classroom	114600	93,526.16	5,471.28
Classified Support, Hrly	117002	601,297.33	35,175.90
Monitors Hourly	117005	187,245.68	10,953.87
Subtotal		<u>882,069.17</u>	<u>51,601.05</u>

* Bringing the minimum wage to \$9.50

5% Assuming average wage \$10.00 and \$.50 increase

Each additional \$.50 increase will cost approx. \$51,600 additional

Discussion at Committee Meeting:

1. Additional cost of increase to the "Hourly/Substitute Pay Rate" schedule, beyond the "Minimum Wage" increase, is unplanned for the 2016 - 2017 budget year.
2. Additional increase will create wage compression on other hourly rates not recently increased by the minimum wage increase.
3. Percentage of increase may encourage the District bargaining units to negotiate for higher wage increases.

Recommendation: Administration is not recommending an additional increase to the Hourly/Substitute Pay Rate Sheet at this time.